



REPUBLIC OF NORTH MACEDONIA
ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS
PAVEL SHATEV

ANNUAL REPORT
OF
THE ACADEMY FOR JUDGES AND PUBLIC PROSECUTORS
for
2020

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INTRODUCTORY ADDRESS BY THE DIRECTOR OF THE ACADEMY



The pandemic situation caused by Covid 19 marked the whole of 2020, due to which we were forced to reorganize and adapt the daily work of the Academy in accordance with the new situation. This meant undertaking appropriate measures to protect employees, and the Seventh Generation, who began their theoretical education in September. Unfortunately, in the first half of 2020, when the first outbreak of the pandemic occurred, the work slowed down, but then resumed with a solid rhythm, adapted to the new conditions, primarily with an emphasis on training - initial and continuous. The other activities, which we have outlined in our work program for this year and which primarily foresaw physical presence of the participants, were canceled or changed.

However, I can proudly state that the Academy dealt with the overall situation properly and responsibly. Most of the activities were successfully implemented, with consistent compliance with the recommendations issued by the Government of the Republic of North Macedonia for protection and prevention of the virus spread.

Unlike previous years, in the first half of 2020 the Academy, using the opportunities of information technology, through online platforms (ZOOM, etc.), managed to realize a series of trainings, and some of them were realized through projects with foreign partners with which the Academy cooperates.

At the same time, all meetings with the Management Board and other bodies of the Academy were held regularly, and the deadlines for the adoption of all necessary acts were met.

In the first half of 2020, the Academy, after more than a year, realizing the process of entrance exams and selection, published the lists of selected participants for the VII generation. It is a long process for which the Academy published a detailed announcement on its website which explains all the stages from the implementation of the entire exam, until the creation of the final rankings. I am looking forward to the fact that in the second half of 2022, 60 new candidates for judges and public prosecutors will emerge from the Academy.

In accordance with the identified needs in the courts and public prosecutor's offices, in 2020 the Academy announced a new public call for admission of another 97 candidates to the initial training program. It will be the largest generation of students in the initial training since the founding of the Academy. A total of 497 candidates applied for the announcement.

The strength is in the team! Hard work always gives positive results. Moving on with success!

LEGAL FRAMEWORK

During the course of 2020, in regard to the bylaws, the Management Board adopted a Rulebook on amending and supplementing the Rulebook for taking the entrance exam at the Academy for Judges and Public Prosecutors "Pavel Shatev", thus the way for taking the knowledge test of one of the three most commonly used languages in the EU (English, French, German) has changed from electronic to written.

The Management Board also adopted a Rulebook on amending and supplementing the Rulebook for initial training, which entailed a change in the theoretical teaching, ie it was divided into three modules. Also, with the latest

amendments to the Rulebook on initial training, the tests for ongoing control of the acquired knowledge of the initial training candidates were introduced, as well as a change in the ratio of practical and theoretical approach in theoretical teaching, ie introduced greater representation of the practical part in a ratio of at least 60% practice and 40% theory.

ACTIVITIES OF THE ACADEMY BODIES

- **Management board**

Despite the special conditions that were introduced due to the situation with the pandemic, the Management Board of the Academy regularly and timely performed its duties in accordance with the Law on the Academy. In the current year, the Management Board held 9 (nine) sessions at which important issues within the scope of competencies of the Management Board were discussed.

During 2020, the Management Board adopted the final account of the Academy for Judges and Public Prosecutors for 2019 and adopted the annual financial plan of the Academy for Judges and Public Prosecutors for 2020, determined the list of lecturers of the Academy for Judges and Public Prosecutors for 2020.

At the proposal of the Program Council, the Management Board determined a program for the entrance exam for 2020, and a program for initial training - theoretical teaching for 2020/2021.

Regarding the bylaws, the Management Board adopted: a Rulebook on amending and supplementing the Rulebook for taking the entrance exam at the Academy and a Rulebook on amending and supplementing the Rulebook for initial training.

As the mandate of the previous Entrance Exam Commission expired, the Management Board established a new Admissions' Commission which is currently working on this year's entrance exam.

Following the submitted decisions of the Judicial Council of the Republic of North Macedonia and the Council of Public Prosecutors for the vacant judicial and public prosecution positions, the Management Board decided to publish a public announcement for admission of 97 (ninety-seven) trainees for initial training at the Academy and acted upon appeals against the decisions of the Commission for entrance exam within the phase of administrative selection of the candidates' applications.

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

Due to the expiration of the legal mandate of the previous members at the 163rd session, the new composition of the Management Board was elected.

- **Program Council**

The Program Council of the Academy, acting within its legal competencies, regularly held sessions chaired by the Director of the Academy and at which the following draft programs were determined: the draft program on the entrance exam for 2020 and the draft program on initial training - theoretical teaching for 2020/2021. The Program Council also submitted a proposal list of lecturers for 2020. This body also discussed a number of issues related to the quality of current trainings. In addition to the regular sessions, the Program Council held working meetings at

which it verified the database of questions for the needs of the entrance exam. Upon completion of the VII generation test procedure, updated the database.

- Director of the Academy - activities and professional engagements in 2020

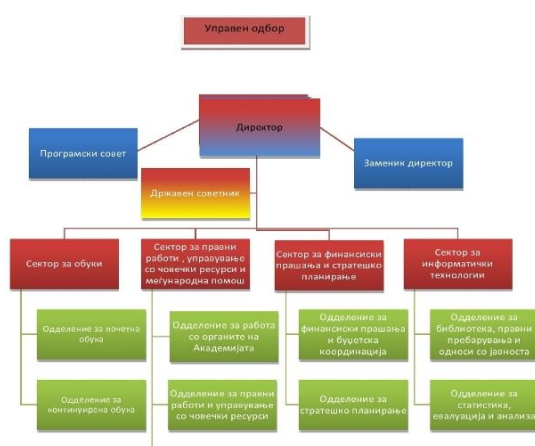
Within the legally prescribed deadline, the director submitted the Work Program of the Academy for 2020 to the Management Board, along with the planned activities. The same was adopted by the Management Board of the Academy. The envisaged activities covered by the Program were fully realized by the professional service of the Academy, in coordination with the director. Namely, despite the situation with Covid 19, the director of the Academy in the current year participated in all activities that were realized by foreign and domestic partners, and by the supporters of the Academy.

The Director of the Academy followed all the recommendations and measures issued by the Government of North Macedonia in regard to the protection and prevention of the spread of the Covid 19 virus, and accordingly successfully managed the regular activities of the Academy, while constantly creating conditions for normal performance of all activities.

Within its additional activities, the director of the Academy gave her personal contribution through regular participation in the sessions and meetings that were organized by the bodies in which she is a member: the Judicial Budget Council, National Steering Committee of Horizontal Facility for the Western Balkans and Turkey 2019-2022, Steering Committee of the Council of Europe Project on Prevention and Combating Human Trafficking, Steering Committee of the UNICEF-funded Child Justice Project, Working Group at the Ministry of North Macedonia on drafting the Law on the Academy for Judges and Public Prosecutors, Linguistics Working Group of the European Judicial Training Network (EJTN).

One of the most significant engagements of the director, besides the successful management of the admission process and the beginning of the training of the new generation of candidates in VII generation of initial training, as well as the implementation of the new public announcement for admission of 97 new candidates for VIII generation, is also within the scope of her continuous work in the group that prepares the new Law on the

ORGANIZATIONAL STRUCTURE OF THE ACADEMY



HUMAN RESOURCES MANAGEMENT

The Academy pays special attention to the development of its human resources and to the increase of the number of employees for efficient and effective realization of the requirements of the judicial system of the Republic of North Macedonia. Namely, the shortage of staff in the Academy was noted years ago in almost all reports of the European Commission on the progress of RNM. In that direction, the Academy took steps to overcome this situation, so already in 2019, in accordance with the needs, the number of employees was increased, and in 2020, two new employments were successfully realized, which were approved in 2019. - associate for financial operations and accounting, and associate for conducting trainings in the criminal field. In 2020, the funds and the annual employment plan for 2021 were approved.

In 2020, the number of employees was 22, of which 20 full-time and 2 part-time employees.

In 2017, the Academy was certified with the ISO standard 9001: 2015 in order to raise the quality of work and in the current 2020, a recertification was conducted, which determined that the Academy operates in accordance with the adopted procedures. The Academy follows the conclusions and recommendations of the Government of the RNM, as well as the current needs for changes in the institution and constantly updates the established procedures and adopts new ones if necessary.

INITIAL TRAINING

"Professional selection of real candidates is the key to successful implementation of the reform process in the judiciary of North Macedonia"

In the current 2020, the biggest challenge for the Academy was the initial training. Namely, after a period of one year, the Academy finalized the admission of VII generation candidates to the initial training. Conducting the entrance exam in accordance with the legal obligations was a rather extensive and lengthy process. But finally, the Academy announced the final ranking of admitted candidates in the month of June. Despite all the difficulties imposed by the pandemic, the Academy enabled a successful start of the new VII generation which started the educational process with physical presence in premises that were specially adapted in accordance with the measures and recommendations of the Government of RNM to prevent and spread Covid 19, where the Academy implemented all the recommended measures. Therefore, in addition to providing the necessary distance between the candidates, high-quality protective masks (KN-95), face shield visors, hand sanitizers, body temperature meters, UV lamps and protective counters were already procured.



However, with the development of the condition, the physical presence was replaced by a combined model, whereby some of the candidates were allowed to attend classes online. With the outbreak of the pandemic, the Academy successfully provided conditions and technical support for the theoretical teaching to take place

completely online, and the Academy was equipped with a room for lecturers, which enabled them to effectively hold their classes.



Theoretical teaching for the seventh generation of candidates in the initial training started on September 17, 2020 in accordance with the new Theoretical Teaching Program and the amendments to the Rulebook for initial training that were adopted by the Management Board of the Academy. In organizing the theoretical teaching, the Academy introduced a novelty regarding the concept of lectures (which should contain at least 60% practice and 40% theory). Namely, analyzing the organization of the teaching process in the past years, but also using the summary feedback of judges and prosecutors in the research conducted within the analysis of the current positioning of the institution and its role in the training of judicial staff, which was prepared from the OSCE Mission to Skopje, it was found that lectures which are mostly based on practice and exercises are far more useful for the trainees of the initial training. Therefore, the Academy with the rulebook for theoretical teaching introduced this concept as an obligation for the lecturers of the Academy.

Within the Program on initial training - theoretical teaching, it is planned to study 3 modules, namely civil, criminal and international law. The implementation of the first module is in progress, whereby topics in the field of civil, commercial, constitutional, administrative law are being studied, as well as topics in the field of information technologies, legal research and rhetoric with legal argumentation. Also another novelty is the introduction of taking a test at the end of each separate module, followed by dedicating one hour per week to current topics in the legal field with guest lecturers, named "Topic of the Week" to encourage professional debate or discussion on current issues, as well as topics in the field of legal practice, along with participation in the HELP program with trainings on various legal topics, by which, with the successful completion and acquisition of a certificate in one or more such trainings, the candidates will be able to gain bonus points from the theoretical training.

Meanwhile, on September 24, 2020, the Academy, in accordance with the requirements of the Council of Public Prosecutors and the Judicial Council, announced an announcement for the admission of 97 new trainees for initial training. From a total of 497 registered candidates, 484 met the formal requirements and gained the right to take the knowledge test of one of the three most commonly used languages in the European Union. Due to the situation with the coronavirus, the preparatory classes for the new VIII generation of candidates were held electronically on November 4, 2020. The knowledge test of one of the three most commonly used languages in the European Union was taken on a regular basis on 28 and 29 November 2020, as well as within an additional term for candidates who were in isolation due to the Coronavirus. Specific for this year, in accordance with the changes in the Rulebook for taking the entrance exam, was that it was taken in writing. Out of a total of 484 candidates who were eligible to take the test, 368 candidates have successfully passed it, 72 candidates did not pass the test, and 44 candidates did not appear for the test. This was followed by the qualification test exam in the period from 22 to 27 December 2020. This test was successfully passed by 330 candidates, 26 candidates did not pass it, and 12 candidates did not

appear for the test. A total of 168 complaints were filed with the Admissions Commission on the entry exam against the results of the qualifying test.

To date, the initial training at the Academy has been completed by six (6) generations or more precisely 130 candidates, of which 66 of them perform the judicial function, and 64 public prosecutor's function.

The trainees of the initial training at the Academy in April 2020 had the opportunity to watch live video streaming of the first online hearing conducted by the Basic Court from Kavadarci, which is a support to the development of a new concept in the judiciary, which is the digitalization of court proceedings. .

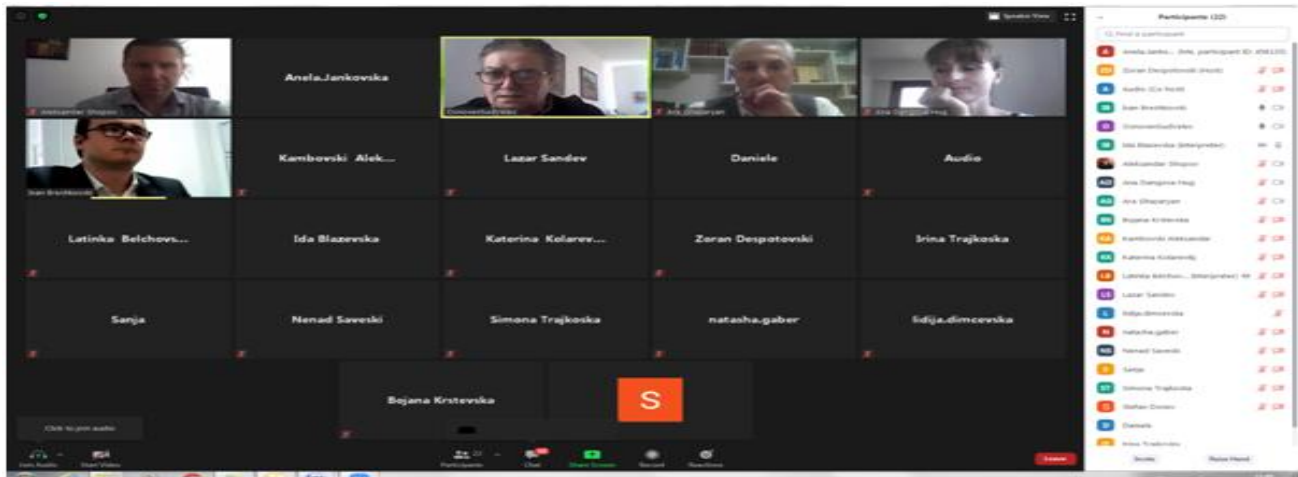
In accordance with the Initial Training Program 2020/2021, lectures entitled "Theme of the Week" were held once a week on current topics in the legal field with guest lecturers, which encouraged the expert debate or discussion on current topics in legal practice. Towards the European Day of Justice, a "Theme of Hope" was organized, dedicated to the concepts and principles of EU law, with which the Academy joined a large number of judicial institutions in Europe that tried in a creative way, in accordance with applicable protocol that applied for every country in the world to honour this day.

In the current 2020, within the framework of the Program on initial training an opportunity for optional learning of Albanian language and French language was created - initial level of English language - initial and advanced level of Macedonian orthography.

CONTINUOUS TRAINING

The global health care crisis caused by the Coronavirus, was reflected in some of the activities of the Academy in the implementation of the program for continuous improvement of the skills and knowledge of judges and public prosecutors. The Academy nevertheless, in cooperation with international projects and organizations, with physical presence, in accordance with the protocols, occasionally, organized trainings within the continuous training, outside the Academy where the number of trainees was strictly limited, in accordance with the space restrictions where trainings were held. In order to fulfill the legal obligation of the Academy to ensure a smooth flow of activities for continuous training and to provide conditions for training, in parallel with its LMS platform developed and set up several courses that can be followed online, on the following topics: Ethics of Judges, Asylum and Migration, Ethics of Public Prosecutors, Counter-Terrorism News On and In the Balkans, LCP - module I pre-trial hearing procedure, LCP - module II investigative procedure, LCP - module III main hearing, LCP - module IV accelerated procedure and LCP - module V emergency measures.

After the upgrade of the learning management system (LMS), in October 2020 the counseling realized within the continuous training, the Academy fully implemented them online. Given the current situation in the country caused by the pandemic, the Academy has fully implemented the program on continuous training.



The program on continuous training covers a range of legal topics, focusing on the most current areas (such as corruption prevention, cross-border crime, cybercrime, EU law, human rights, human trafficking and other similar topics) that are related to, or enter into legal area. However, the program on continuous training covers other topics that are particularly important to legal practitioners and are not directly related to law and order (eg court and public prosecution management, public relations, ethics, economics related topics, psychology, sociology, etc.).

In order to implement the program for the current year, the Academy, meeting the needs of judges and public prosecutors, to fulfill its legal deadline, created a series of opportunities by creating online courses and originally designed modules that can be followed after working hours. These online opportunities will be recognized as part of the compulsory education.

In its work, the Academy applies different methodologies, but most often the program is being realized by organizing seminars, conferences, counseling, distance learning. These methodologies are based on original curricula that have been specially designed by the Academy in collaboration with its lecturers.

Most of the educational events are organized by the Academy itself, where national legal experts are hired, as well as professors from the law faculties in the country. Thus, in 2020, a total of 130 educational events were organized, which were attended by a total of 2,858 participants, of which: 1,392 judges, 647 public prosecutors, and 819 representatives of other relevant institutions.

For the purpose of full and successful realization of the planned activities in accordance with the program, the Academy has realized part of the educational events with the help of foreign partners and projects that are dedicated supporters of the work of the Academy.

In the current year, in cooperation with foreign partners, a total of 95 events were realized, attended by 2051 participants, of which: 924 judges, 531 public prosecutors, 214 professional and 382 representatives of other relevant institutions.

In addition to the program for mandatory continuous training of judges and public prosecutors, the Academy is developing a special program that covers especially professional court and public prosecutors. In 2020, in an independent organization of the Academy, 2 trainings for court and public prosecutors were realized, with the participation of a total of 56 participants, of which 27 were court clerks and 29 public prosecutors, on the following topics: Application of the Law on Judicial Service (employment in the judicial service and promotion of court clerks); Case management - (Electronic case management in public prosecutor's offices).

Within the program for mandatory continuous training, the Academy regularly organizes specialized trainings for presidents and heads of public prosecutors, as well as for judges of the Administrative and Higher Administrative Courts. In 2020, a total of 6 specialized trainings were organized, of which 3 for court presidents and 3 for heads of public prosecutor's offices. A total of 13 trainings were organized for the judges of the Administrative Court and the Senior Administrative Court.

Ministry of Justice and Ministry of Information Society and Administration

The Academy for Judges and Public Prosecutors "Pavel Shatev", the Ministry of Information Society and Administration and the Ministry of Justice, based on the signed Memorandum of Cooperation, jointly organize two-day consultations on the Law on General Administrative Procedure and the Law on Administrative Disputes to support and promote the process of implementing these laws into practice. The sixth of a series of consultations held last year was performed online on February 27 and 28, 2020.

Legal Research and Analysis Center (CPIA)

The Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the Legal Research and Analysis Center with the support of the British Embassy in Skopje, within the project "Administrative justice according to European standards", which is supported by the Foundation Open Society Macedonia, organizes two one-day consultations on the topic of "Conducting a public hearing in the administrative judiciary".

State Council for Prevention of Juvenile Delinquency and the Chamber of Mediators of RNM

The Academy for Judges and Public Prosecutors signed a Memorandum of Cooperation with the State Council for Prevention of Juvenile Delinquency and the Chamber of Mediators of RNM. The Memorandum covers the activities that will raise awareness about the acceptance of mediation and its application in cases of children in conflict with the law and in accordance with the Law on Child Justice.

INTERNATIONAL COOPERATION

International cooperation is an essential element in the activities of the Academy which includes organization of educational events with foreign experts, a program for exchange of judges and public prosecutors, but also for trainees of the initial training, preparation of materials, manuals and organization of a number of other activities. The aim of this cooperation is to improve knowledge of European legal instruments, to develop language skills and to build mutual trust between judges and prosecutors in Europe. There is a long series of international supporters and projects with which the Academy cooperates. In 2020, significant activities were realized in cooperation with:

US EMBASSY IN RNM

The US Embassy has been a longtime supporter of the Academy's work, and this collaboration continued into 2020. At the beginning of the year, two trainings were successfully realized, one of which was dedicated to the presumption of innocence in the ECHR practice, and the second to the provision, collection and expertise of evidence in e-form).

In cooperation with the OPDAT Program, the Academy organized an online conference on "Fighting Crime and Corruption in a Pandemic", aimed at judges and public prosecutors from North Macedonia, Croatia, BiH, Serbia and Kosovo.

During the course of 2020, the Academy, through cooperation and financial support from the OPDAT Program at the US Embassy in Skopje, conducted 4 trainings, 2 of which were online.

The trainings covered the following topics: International Cooperation in Criminal Matters, Electronic Evidence and Cybercrime, Introduction to Computer Forensics and International Legal Aid from the United States.

The Academy, in collaboration with and with the financial support of the United States Department of Justice, through the Office of Prosecutor Development, Assistance and Training (OPDAT), also organized an online training on: "International Legal Assistance from the United States." The training was available from 14.10.2020,

and is intended for judges from criminal departments, public prosecutors and professional associates from all appellate areas as well as for representatives of the Ministry of Interior.

The training is developed in three modules, as follows:

Module 1 - The stage of criminal proceedings in which the United States can provide assistance

Module 2 - Basic types of international legal aid

Module 3 - Hate speech is considered a crime

Upon successful completion of this training, participants received certificates.

In December 2020, the Academy for Judges and Prosecutors, the US Embassy in North Macedonia, the Association for Criminal Law and Criminalistics (ZKPKM) and the CEELI Institute in Prague organized an online conference dedicated to online trials during the pandemic with Covid 19: "Legislation "IT Barriers and Challenges", which actually revealed the benefits of online trials. Such trials are a novelty that our judicial system is striving for, in fact towards the digitalization of the judiciary.

The support for the development of the website of the Academy was of special importance for the Academy which through the promotion of certain functionalities became easier to navigate and manipulate, and at the same time enabled more efficient functioning of the e-platform.

The Office of the United Nations High Commissioner for Refugees - UNHCR

The cooperation between the Academy and the UNHCR has successfully continued to take place in the current 2020. Namely, in accordance with the signed Memorandum of Cooperation in the past years, a series of activities have been realized whose benefits are evident, especially when it comes to asylum and refugee rights, so despite the difficult circumstances that have a global impact, the Academy and UNHCR continued with their work. In the current year, the Academy and the UNHCR also held meetings that are part of the regular communication to discuss the possibilities for conducting trainings that would include foreign judges who act in asylum cases, but who will come from countries that have similar legal systems to our legal system. Also, within the module III - International and EU law for theoretical teaching to organize asylum lectures for the trainees of the initial training of the Academy. In regard with the public prosecutors, the Academy and the UNHCR have planned to organize trainings dedicated exclusively to them, but within the framework of those trainings to organize trainings for trainers, who will gain professional training and knowledge that will later be transferred to their colleagues, also through conducting trainings by them. The newly developed situation with the pandemic imposed the growing use of virtual platforms, ie, a number of activities are carried out online, so in that direction, the Academy gained access to UNHCR courses posted on the platform of the Academy and the same could apply to national judges and public prosecutors. UNHCR in its activities supported the process of creating an e-library, for which, in cooperation with the Council of Europe, the Academy will receive financial support in 2021, at the same time, a link was provided for the ZOOM platform, which allows it to be used for longer than 45 minutes, thus facilitating the daily functioning of the Academy in the implementation of its online activities. At the same time, at one of the regular meetings in the current 2020, the possibility for national judges to participate in the events organized by the International Association of Asylum Judges was considered.

In cooperation with the Macedonian Young Lawyers Association, the Academy and the UNHCR in December 2020 held a trial simulation of an asylum case through a digital platform. After upfront preparation of a given case, the trainees of the Academy were divided into three groups: a group in the role of plaintiff, a group in the role of a defendant and a group in the role of judges who conducted the trial simulation in accordance with the new Law on Administrative Disputes.

The right to asylum, in particular, in the current state of the pandemic and the global health crisis caused by Covid 19, received enormous prominence in the world, so this event was followed with great attention and special interest by the audience's side.

As part of this cooperation, UNHCR will donate photocopiers and additional technical equipment to the Academy in 2021.

THE OSCE MISSION IN SKOPJE

The multi-year cooperation between the Academy and the OSCE Mission to Skopje in 2020 was extended with the signing of a new three-year Memorandum of Cooperation. The Memorandum envisages realization of a series of activities: such as organization of educational events for continuous and initial training, publishing publications useful for legal practitioners in our country, as well as exchange of expert knowledge and experience for the promotion of the RNM judiciary and support of the judicial system reform process.

Within this cooperation, trainings were realized on the following topics: "European standards related to criminal proceedings in accordance with Article 5 and Article 6 of the European Convention on Human Rights (ECHR)". 3 trainings in the form of three-hour (sessions) were held, which took place on 13, 20 and 27 November 2020. The series of sessions were realized through an appropriate online platform. The trainings were intended for judges and public prosecutors working on criminal matters, for lecturers and mentors from all appellate areas, but at the same time the registered participants were from the ranks of lecturers, ie mentors of the Academy.

The Academy for Judges and Public Prosecutors "Pavel Shatev", in accordance with the Memorandum of Cooperation between the Academy for Judges and Public Prosecutors Pavel Shatev, the Public Prosecutor's Office of the Republic of North Macedonia and the Organization for Security and Cooperation in Europe (OSCE), through the Office for Democratic Institutions and Human Rights (ODIHR), organized two online consultations on the Webex meeting platform on the following topics: "Hate Crime" and "Human Trafficking". A total of 35 participants from all appellate areas attended both trainings.

The series of trainings on the topic: "Trafficking in Human Beings - Investigating and Prosecuting Cases Effectively Using Victim-Centered Approaches), was organized in cooperation with the OSCE Mission to Skopje and the International Association of Prosecutors in the form of five (sessions), which took place on 15,22,29 October and 5 and 12 November 2020. The five-session series were realized completely online on an appropriate online platform in which two 5th generation public prosecutors took part within (initial training). Upon completion of the trainings, the registered participants were awarded certificates.

The Academy for Judges and Public Prosecutors, in cooperation with and with the financial support of the OSCE Mission to Skopje, has prepared a comprehensive analysis of the Academy's systematic positioning and its role in training judicial actors. The analysis offers a detailed overview of all aspects of the scope of the Academy as well as the results of the conducted surveys through which the satisfaction with its work is being measured. The analysis was published in three languages: Macedonian, English and Albanian and was available to the general public on the Academy website.

EUROPEAN UNION AND COUNCIL OF EUROPE

➤ HELP Training Program

On February 18, 2020 (Tuesday), starting at 11 am. at the Marriott Hotel in Skopje, a meeting was held to initiate the course "Data Protection Rights and Privacy".



The course is organized by the Bar Association of the Republic of North Macedonia, in cooperation with the Academy for Judges and Prosecutors, with the support of the Council of Europe and the European Union. The course "Data Protection Rights and Privacy" was developed within the European Program on Human Rights Education for legal professionals in the 28 EU member states, also known as "HELP in the 28th ", with a special action "HELP in the Western Balkans". It is a program of the Council of Europe with the methodology of HELP, funded by the EU and the Council of Europe.

HELP courses enable legal professionals to better protect human rights at the national level and to be informed about the continuously evolving standards and case law of the European Court of Human Rights. The HELP project is supported by the Human Rights Trust Fund.

Within this project, 5 online courses were realized with the participation of a total of 64 participants, of which 38 judges, 3 prosecutors, 15 court and public prosecutors, 4 candidates from 6 generations of initial training and 1 representative from another institution.

In December 2020, the Council of Europe organized a Regional Online Conference "Property Protection: ECHR and Cases in the National Context of the Western Balkans". The purpose of the online conference was to provide a platform through which stakeholders from the Western Balkans can discuss the challenges related to the enjoyment of property rights protected in accordance with Article 1, Protocol 1 of the European Convention on Human Rights. Despite the wide range of issues facing the various jurisdictions in the region - from restitution of nationalized property to non-enforcement of court decisions related to the exercise of the right to a pension - the European Court of Human Rights has established in its case law a well-defined approach to the right to property and to the remedies that should be available to ensure the same. The conference was attended by representatives of the constitutional courts, supreme courts, appellate courts, ministries of justice, state training institutions, then government agents representing the country before the ECtHR, bar associations and professional associations of judges from Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Serbia and Kosovo, as well as representatives of the Secretariat of the Council of Europe and the Secretariat of the European Court of Human Rights.

In regional context, the Academy in the past 2020 proved to be the most successful in the realization of HELP courses, with the largest number of participants.

➤ **Horizontal instrument for the Western Balkans and Turkey II**

The Academy for Judges and Prosecutors in the framework of the Project for Prevention and Suppression of Trafficking in Human Beings from the EU Horizontal Instrument II and the Council of Europe for the Western

Balkans and Turkey organized two virtual research presentations on the rights of victims of trafficking in court proceedings which took place in June and December 2020.

The Academy, in cooperation with and with the financial support of the Council of Europe, has organized an online HELP course on combating trafficking and victim protection. The "Kick off" event for starting the online course took place on April 29. This course is primarily intended for legal professionals (criminal judges, prosecutors, lawyers or senior judicial staff) and officers from police and other government agencies, as well as for the NGO sector working with victims of human trafficking. The course is primarily designed to enable practitioners to effectively apply the standards developed by the Council of Europe Convention on Action against Trafficking in Human Beings (CEE Convention) in their day-to-day work. The course was developed within the European Human Rights Education Program for Legal Professionals (HELP) of the Council of Europe, using the HELP methodology. The course was realized in 9 modules, within the duration of 5 months.

➤ *EUFREX - Strengthening judicial expertise on freedom of expression and media in Southeast Europe*

The Academy for Judges and Public Prosecutors in the current 2020 continued the cooperation with the "HI 37 project": Freedom of expression and freedom of media in North Macedonia (UFREX 2), which is part of the joint program of the European Union / Council of Europe "Horizontal Instrument for the Western Balkans and Turkey II", implemented by the Council of Europe. UFREX 2 is a result of the successfully implemented activities within UFREX through its three components: support of legal professionals, support of media regulators and support of media stakeholders. At the beginning of November 2020, with the online platform ZOOM, two trainings on freedom of expression were organized - one was intended for already trained trainers, while the second, in addition to the trainers, was attended by judges who act in cases in this field of work. The judiciary of the RNM noted that there is a need for well-trained judges and public prosecutors who will skillfully transfer their knowledge to their colleagues in relation to Article 10 of the European Convention on Human Rights, hence the focus of this collaboration between the Academy and UFREX is on the topic "Freedom of Expression". Immediately after that in December (17 and 18) there was another training for trainers which was also realized through an online platform.

➤ *European Commission Technical Assistance and Information Exchange Instrument (TAIEX)*

The Academy for Judges and Public Prosecutors Pavel Shatev, in cooperation with and along with the financial support of the Technical Assistance and Information Exchange Instrument (TAIEX) of the European Commission, organized a workshop on "Commercial Law and Corporate Governance in the EU" held in Skopje. **Due to the situation with Covid 19, another educational online event was held, on the topic: "Article 8 of the ECHR - the right to respect for private and family life".** By holding the last event, the Academy realized all the applications that were approved in the past two years. During 2020, the Academy prepared and submitted 3 TAIEX applications with proposals for realization of new trainings, on the following topics: "Experiences of EU countries in money laundering proceedings (enforcement mechanisms)," Protection of trade secrets in international law "and" Procedure for establishing a disciplinary liability of a judge in EU countries (positive experiences and practices) ". By the end of 2020, no response has been submitted for approval or rejection of applications.

6 more applications are being prepared on the following topics: "Acting and enforcing ECtHR decisions", "ECtHR practice in employment judgments with an emphasis on discrimination", "International cooperation in criminal matters - extradition with practical examples (various aspects) ", "EU Public Procurement Procedures and the Role of OLAF ", " Forensic Investigations and EU Best Practices (Application of New Scientific Methods) "and" Annulment of Harmful Contracts and the Arbitration Procedure in Paris ".

➤ *IPA - "Support to Judicial Sector Reform"*

The Academy for Judges and Public Prosecutors in cooperation with and along with the support of the IPA project "Support to Judicial Sector Reform" during 2020 organized 8 trainings, five of which were dedicated to the topic of "Management of courts and public prosecutors", attended by members of the Judicial Council and the Council of Public Prosecutors, court presidents and heads of public prosecutor's offices. The idea for these trainings came from the support of the judiciary in following the new trends, in fulfilling the new tasks, and through the successful management, gaining the trust of the citizens and achieving better efficiency and improving independence and accountability. One of the trainings was dedicated to the Rules of Procedure of the Council of Public Prosecutors. During the year, one pilot training on strategic planning and one training on preparation of the strategic plan of the appellate courts Stip and Bitola were realized. The need for such training is clear in these times of changing access to justice and the rule of law, and because of citizens' distrust of the judiciary and corruption that prevails in all three separate branches of government. Strategic planning is one of the most important management skills that forms the basis for annual planning and, most importantly, provides a convincing argument for the required long-term budget.



➤ **DCAF**

The DCAF program for reform of the security-intelligence services in the Republic of North Macedonia in cooperation with the Academy, as one of the project partners, realized the project "Manual for implementation of the measures for interception of communications". The aim of the project was to strengthen the judicial and public prosecution capacity and expertise in authorizing and overseeing the use of special investigative measures to gather information by the security and intelligence services. The result of this cooperation, after one year, was the publication of a Handbook in December 2019 which offers a practical overview of the principles and existing standards that would be used by legal professionals in terms of request, authorization and supervision of interception of communications. The contents of the Manual, through an analysis of international standards and case law of the European Court of Human Rights, offer clear and practical guidance for judges and public prosecutors in implementing these measures, as well as in the ways of gathering evidence, while taking care of their competences.

Following its publication, in early 2020 the Academy in cooperation with DCAF organized 4 promotions of the Manual for Implementation of Communication Monitoring Measures in all four appellate areas.

In October 2020, a training course was conducted for trainers to implement the measures for communications oversight. The aim was to create appropriate staff to conduct training for judges and public prosecutors and for candidates for judges and public prosecutors at the Academy on communications oversight. The training of trainers was conducted by three experts who were selected to develop the Training Manual for Judges and Public Prosecutors and the Training Manual for Candidates for Judges and Public Prosecutors. These manuals were then introduced in the curricula on continuous and initial training.

At the end of 2020, two groups were being prepared for trainers, and conducted two interactive online workshops on Implementing Communication Surveillance Measures. These workshops were evaluated as successful by judges and public prosecutors.

➤ **EJTN**

The Academy and the European Judicial Training Network (EJTN) continued their cooperation in 2020 as well. At the beginning of the year, EJTN sent to the Academy a catalog of trainings organized by EJTN, to which all interested judges and public prosecutors who met the necessary conditions could apply.

Within the cooperation with EJTN, through the AIKOS program, the newly elected judges and public prosecutors were given the opportunity to apply for training, as well as the trainees of the initial training at the Academy. Thus, a total of 11 newly elected judges and public prosecutors from the Academy applied for these trainings.

Due to the pandemic, all activities planned by EJTN were organized online.

The Academy continuously published all the virtual events organized by EJTN to enable judges and public prosecutors to participate in international courses and trainings to which they actively contributed, and at the same time had the opportunity to keep up with the changes that were taking place in the field of justice in Europe and beyond.

The Academy remains open for cooperation with all international institutions and bodies, projects and foreign experts, with law academies around the world as well as with all observers of law and the judiciary-prosecution profession.

The Academy for Judges and Public Prosecutors Pavel Shatev in the current 2020 was involved in the activities of The European Judicial Training Network (EJTN), which allowed judges and public prosecutors from the former Yugoslav Republic of Macedonia to join and attend online events.

Within this project, 7 trainings were realized with the participation of 64 participants on the following topics: "Lessons learned from the world for managing courts during a pandemic", "Challenges in tax law during the pandemic Covid 19", "The most important decisions of European Court of Justice for Administrative Justice (case law in the field of tax law) ", " The most important decisions of the European Court of Justice for administrative justice (case law in the field of state aid) ", " The most important decisions of the European Court of Justice for administrative Judiciary (case law in the field of environmental protection law) ", " The most important decisions of the European Court of Justice for the administrative judiciary (case law in the field of personal data protection) ", " Right to asylum ".

➤ **European Institute of Public Administration EIPA**

For more than 40 years EIPA has been a leader in the design and implementation of development and training programs in the field of public administration in the EU. Their expertise is built on specially designed learning

activities, often involving case studies and game simulations, which facilitate interaction and help to apply acquired knowledge to a practical level. EIPA has strong links and networks with the European Commission and other relevant EU institutions that provide essential insights into the latest EU policy information.

The Academy and EIPA have many years of successfully established cooperation in which a series of events were realized where foreign experts were involved who shared their long experience with national legal practitioners on topics in the field of EU legislation, case law of the European Court of Human Rights, and from the jurisprudence of the EU Court of Justice, such as the event on "Property Law - Advanced Level" with the participation of a total of 14 participants, of which 13 judges, 1 associate, and the event on "Cybercrime and Digital Criminal Justice" with the participation of a total of 15 judges.

GERMAN INTERNATIONAL COOPERATION FOUNDATION (IRS)

The Academy for Judges and Public Prosecutors "Pavel Shatev" in cooperation with the German Foundation for International Legal Cooperation (IRZ) and the Directorate for Execution of Sanctions, and within the twinning project "Strengthening the penitentiary system and probation service" organized 2 workshops on : "Alternative measures and probation activities - benefits, planning and promotion" and counseling on the topic of "Electronic surveillance - application in practice".

Also, within the cooperation between the Academy and IRZ, a conference on "Judiciary and Media" was organized.



In December 2020, the Academy and the German Foundation for International Legal Cooperation (IRZ) organized an online conference on "**Improving court settlements in civil proceedings**" which took place through the ZOOM platform.

With the cooperation between the Academy and IRZ, the library fund was enriched with new titles in the field of EU law. To meet the needs of legal professionals in their advancement in certain areas of EU legislation and case law of the two largest courts in the EU, the Academy has submitted a new additional list of publications that will be submitted during 2021.

EMBASSY OF THE REPUBLIC OF FRANCE

The Embassy of the Republic of France and the Academy have many years of successful cooperation that is continuously improving. Through the Embassy, the cooperation with the State Judicial Academy of France (ENM) was initiated, with which the Academy realized many activities within the initial training. This is how the following

was realized: the exchange of candidates, the exchange of experiences and materials in order to develop more efficient programs for the realization of the initial training at the Academy. Also, once a year, the Academy traditionally hosts an candidate from ENM, who will decide to do an internship in our country. Namely, in the Republic of France, the internship is mandatory for future judges and public prosecutors from ENM and they have the opportunity to choose the country where they will intern. In early 2020, Ms. Elsa Pickett, ENM candidate visited the Academy and in accordance with her interests, the Academy prepared a special agenda which included working visits and meetings in all relevant judicial institutions of the Republic of North Macedonia. Also, in the current 2020, online classes for learning the French language were realized, intended for judges and public prosecutors from North Macedonia.

EMBASSY OF THE KINGDOM OF THE NETHERLANDS

The Academy and the Embassy of the Kingdom of the Netherlands after the established cooperation in 2020 signed a Memorandum of Understanding aimed at successful implementation of the project "Mediation without dilemmas" coordinated by the Institute for European Policy EPI, in cooperation with the Academy, the Chamber of Mediators and the Dutch Federation of mediators.

The signed Memorandum envisages development of an institutionalized training module, as part of the continuous training program at the Academy for Judges and Public Prosecutors. The cooperation was realized through: the three series of mediation trainings conducted in cooperation between the Academy for Judges and Public Prosecutors and the Dutch Federation of Mediators; through promotional events and conferences; by hiring Dutch experts in the trainings at the Academy; through the implementation of the three two-day training courses for strengthening the concept of mediation, in cooperation with the Chamber of Mediators; through a three-day study visit to the Netherlands, which enabled Dutch experts to convey Macedonian mediators, judges, representatives of the Academy for Judges and Public Prosecutors and other mediation stakeholders know-how and experience; through organizing mediation conferences, in order to promote it as a mechanism for alternative dispute resolution, as well as to promote the project and the project outcomes.

In the current 2020, within the cooperation between the Academy, The EPI Institute for European Policy, the Chamber of Mediators of RNM and the Dutch Federation of Mediators held an online event dedicated to mediation, marking the start of the "Mediation without Dilemma" project. The realization of this project is supported and financed by the Embassy of the Kingdom of the Netherlands.

COMPUTER SYSTEM

The modern way of life means adapting to the rapid development of information technology and taking advantage of the benefits it offers. The Academy tries to follow all the changes in this field while implementing those tools that bring more efficient functioning of the institution itself, but also of its users. The pandemic caused by Covid 19 imposed a complete change of the previous concepts of everyday work and a reorientation towards the mass use of information technology.



In that direction, steps have been taken to increase the capacity and to improve the stability of the internet connection, cameras and other technical aids have been procured that enable uninterrupted "online" classes. The learning management system (LMS) has been upgraded, and preparations are underway for the establishment of an e-library / database, which will be available to users of the Academy's platform.

LIBRARY

Enriching the library fund, greater access to relevant databases to improve the knowledge of legal practitioners in our country is one of the priorities of the Academy. The library of the Academy has a large fund of domestic and foreign legal literature that is constantly updated. Most often, foreign partners and supporters of the work of the Academy enrich the library with extremely important legal works, but the library also contains very important domestic legal texts, donated by domestic authors. At the end of 2020, the German Foundation for International Cooperation IRZ donated several important titles in the field of EU law, as part of the activities envisaged in the cooperation between the Academy and the IRZ for 2019.

In 2020, a draft list was prepared for new publications in the field of law that will again be donated by the IRZ to the Academy. As part of the successful cooperation with the Council of Europe, in 2021 the Academy is expected to receive financial assistance for the establishment of an electronic library. It will be composed of a wide range of legal literature, newsletters, resolutions, the most impressive domestic and international court rulings, conclusions, legal opinions for equalization of court practice, documents important for legal professionals. The intention of the Academy is to create a unique electronic system in the Republic of North Macedonia with a wide scope, updated on a daily basis, simple to use and easy to search. This will provide easy access to data for all legal professionals in the country, and the main benefit is that this search will be related to international case law.

BUDGET AND PUBLIC PROCUREMENT

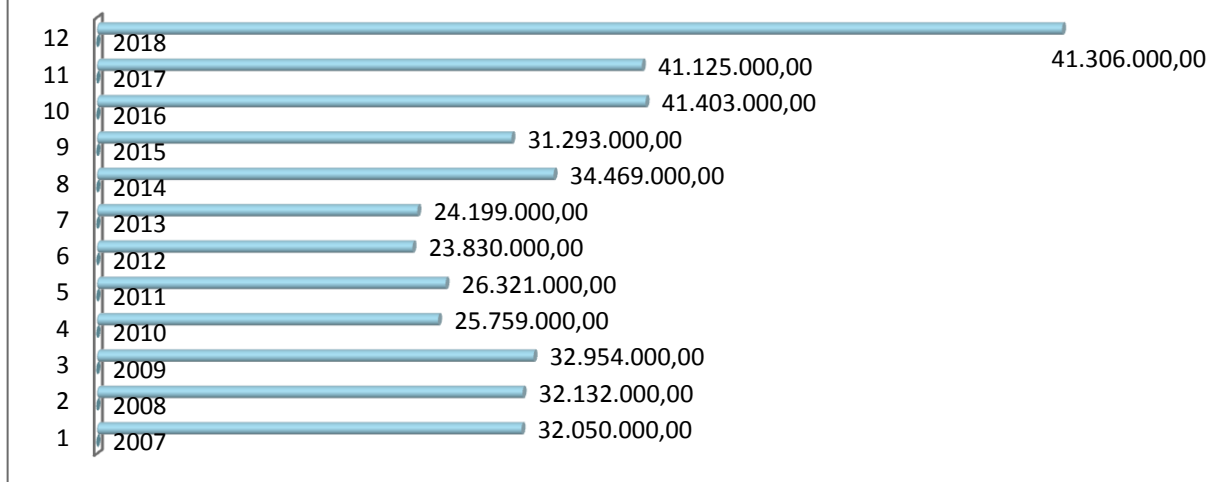
➤ **BUDGET**

For 2020, the Academy was approved a budget in the amount of 75,000,000.00 denars.

From the beginning of 2020, until December 31, 2020, the Academy has realized 38,511,870.00 denars from its budget.

Year of 2020	Approved budget	Rebalance of the budget for 2020	Realized budget
401 basic salaries	35,000,000.00	17,016,000.00	16,636,380.00
402 contributions	13,000,000.00	6,690,000.00	6,454,262.00
420 travel and daily expenses	2,500,000.00	350,000.00	254,738.00
421 Utilities	3,000,000.00	2,700,000.00	1,901,399.00
423 materials and small inventory	2,000,000.00	1,800,000.00	1,799,909.00
Repairs and maintenance	900,000.00	810,000.00	233,285.00
Contract services	15,100,000.00	9,690,000.00	9,673,249.00
426 other current expenses	1,500,000.00	1,350,000.00	933,156.00
Purchase equipment	2,000,000.00	900,000.00	625,492.00
Total	75,000,000.00	41,306,000,000	38,511,870.00

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



The budget for 2020 after the rebalance amounts 41,306,000.00

Budget realization by years:

2007	30,863,168.00
2008	30,501,307.00
2009	28,011,541.00
2010	26,001,060.00
2011	24,894,725.00
2012	17,031,915.00
2013	17,242,730.00
2014	26,720,285.00
2015	27,582,622.00
2016	28,462,712.00
2017	38,619,918.00
2018	41,253,444.00
2019	46,237,833.00
2020	38,511,870.00

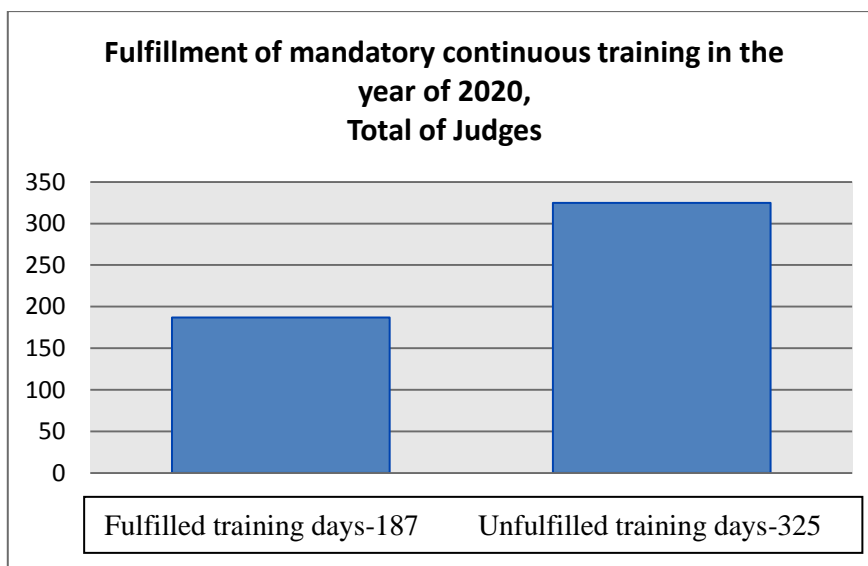
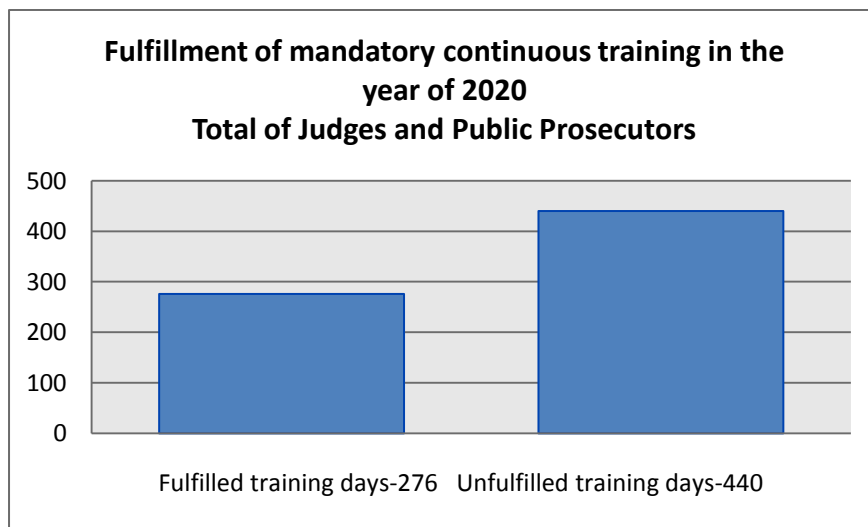
STATISTICS

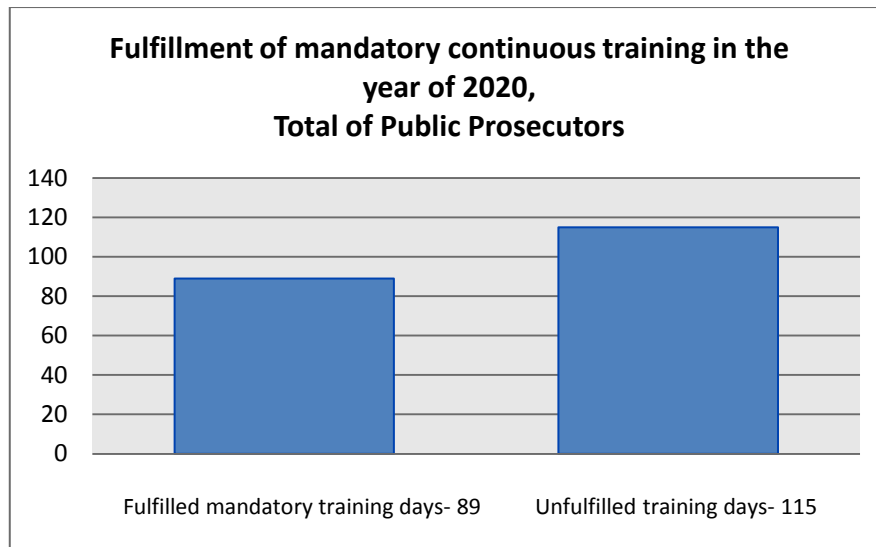
The Academy's process management software is a basic database for judges and public prosecutors that the Academy uses in its work. Regular updating of the data in the database is extremely important for the functioning of the Academy, especially in the part of forecasting and planning the required number of trainings by areas, to enable all target groups to meet the mandatory number of training days for the current year.

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

The Council of Public Prosecutors of RNM has provided data on the status of public prosecutors and they were entered in the database of the Academy.

Statistical data for 2020, upon the realized trainings within the Program on obligatory continuous improvement.





EVALUATION

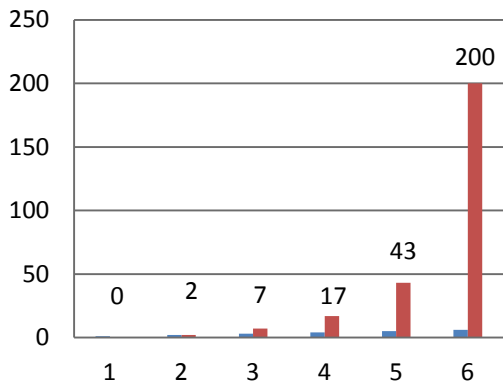
The Academy measures the degree of satisfaction of the participants from the trainings, which refers to: the success of the training, the achievement of the goal, the know-how of the lecturers and the usefulness of the materials through questionnaires, which it distributes on each training.

The grades of the closed questions are given on a scale from 1 to 6, where 1 is the lowest grade that expresses complete dissatisfaction, and 6 is the highest and expresses complete satisfaction.

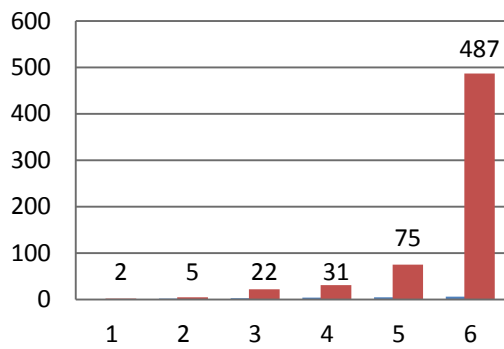
The obtained data are used by the Academy for continuous improvement of the organization of the trainings, then for the selection of topics for which there is great interest, for the selection of those lecturers that the participants evaluated with high grades, and all that to provide the highest quality trainings to the target groups.

During 2020, the questionnaires were distributed to the trainings from the first quarter until the beginning of the pandemic. The following graph covers only this period:

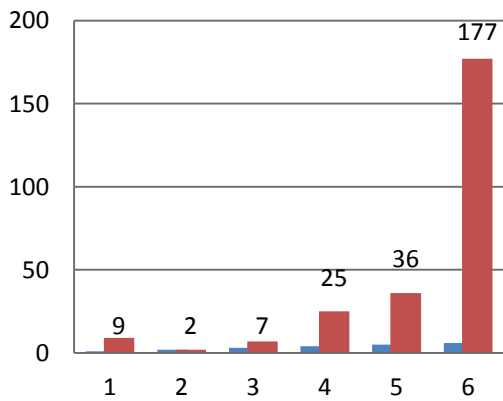
Content and goal of training have met your expectations



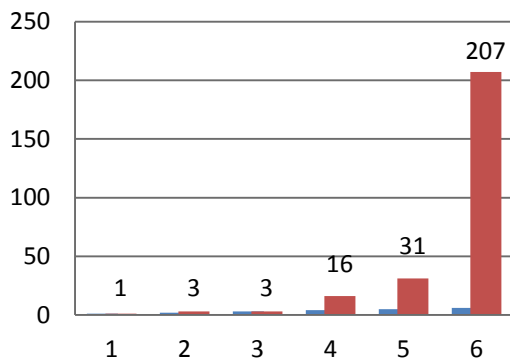
How do you evaluate transfer of know-how and applied methodology



Did you find the materials useful and helpful in referring to other materials

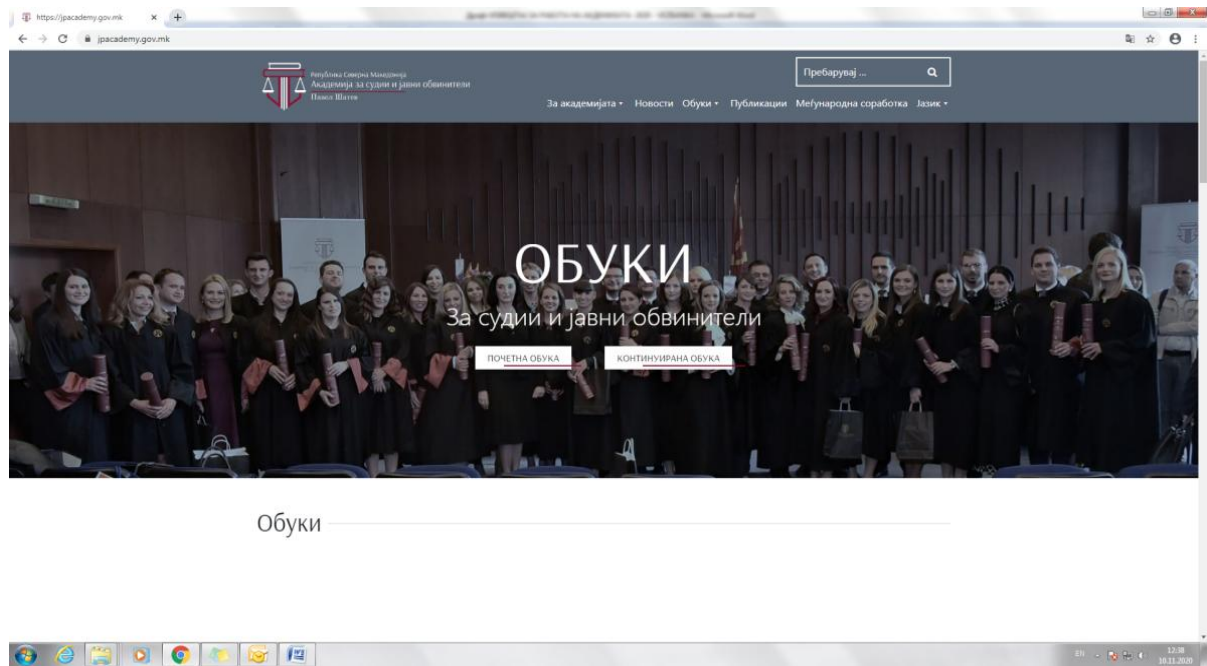


Did the training met your expectations, that is, do you find it useful for your future work



Questionnaire scores for judges and public prosecutors

PUBLICITY AT WORK



The publicity in the work of the Academy is realized through regular informing about the activities, by posting announcements on the website www.jpacademy.gov.mk, by publishing information on the bulletin board, but also by publishing the adopted acts in the "Official Gazette of the Republic of North Macedonia". In order to provide more accessible information to the public and easier access to all relevant documents that reflect the work of the Academy, all its users, especially during the implementation of the public announcement for VIII generation trainees in the initial training were directed to use the option " frequently asked questions ", through which everyone can ask questions that are related to the scope of the Academy and get an appropriate answer. Furthermore, in order to provide transparent and timely information to all registered candidates in the public announcement for admission of VIII generation participants in the initial training, the Academy created a special section of the website regarding the current entrance exam of candidates for VIII generation of trainees, where it publishes all announcements, exam schedules, test results, and all other news related to the current announcement for admission of 97 trainees at the Academy.

Academy for Judges and Public Prosecutors
CHAIRMAN OF THE MANAGEMENT BOARD,
Dr. Lazar Nanev