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**FOURTH REPORT SUBMITTED BY “THE FORMER YUGOSLAV
REPUBLIC OF MACEDONIA” PURSUANT TO ARTICLE 25,
PARAGRAPH 2 OF THE FRAMEWORK CONVENTION FOR
THE PROTECTION OF NATIONAL MINORITIES**

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**REPUBLIC OF MACEDONIA
MINISTRY OF FOREIGN AFFAIRS**

**IV REPORT OF THE GOVERNMENT OF THE REPUBLIC OF
MACEDONIA UNDER THE COUNCIL OF EUROPE
FRAMEWORK CONVENTION FOR THE PROTECTION OF
NATIONAL MINORITIES**

INTRODUCTION

The Republic of Macedonia ratified the Framework Convention for the Protection of National Minorities (the Convention) of the Council of Europe (CoE) on 27 February 1997. Fulfilling its obligation under the first round of monitoring of the implementation of the Convention, the Republic of Macedonia submitted its Initial Report in September 2003, followed by a dialogue with the Advisory Committee, the preparation of the Committee Opinion, the submission of the Government's comments on the opinion of the Advisory Committee, and adoption of a Resolution by the CoE Committee of Ministers.

The II Report on the implementation of the Convention by the Republic of Macedonia was submitted in June 2006. This was followed by the visit of the Advisory Committee, then by the adoption of the Committee Opinion along with the comments of the Government, and by the adoption of the Resolution by the CoE Committee of Ministers in July 2008.

The III Report on the implementation of the Convention by the Republic of Macedonia was submitted in March 2010. After the submission of the Report and in accordance with Article 34 of the Convention and Rule 23 of Resolution 97 (10), a delegation of the Advisory Committee visited the Republic of Macedonia. During the visit, the Advisory Committee Delegation had several meetings with representatives of relevant ministries and non-governmental organizations in order to evaluate the findings presented in the III Report by the Government. After receiving the Opinion of the Advisory Committee, the Government submitted its comments to the Advisory Committee on 4 January 2012. In July 2012, the Committee of Ministers adopted a Resolution upon the third round of monitoring.

The IV Report of the Republic of Macedonia was prepared in accordance with the recommendations and considerations provided in the guidelines for the fourth reporting round and represents an overview of the progress made in implementing the Convention after three rounds of monitoring, presenting as well results achieved in the implementation of recommendations under the Resolution by the Committee of Ministers adopted after the third monitoring round.

PART I

Practical activities conducted at the national level to raise awareness of the results of the third cycle

a) Steps taken to publicise the results of the third monitoring cycle (Opinion, Government comments, Resolution): publication, dissemination and translation into the official language(s) and minority language(s) where appropriate;

The Resolution adopted after the third monitoring cycle was translated into the Macedonian, Albanian, Turkish, Serbian, Vlach, Bosniak and Roma languages. Documents under the third monitoring round (Opinion, comments and Resolution) were adequately presented at numerous follow-up activities organised in 2012 and in 2013.

b) Any follow-up activities organised at national, regional and local levels, including activities organized jointly with the Council of Europe, such as discussions, seminars, evaluations, impact assessments, studies etc., and the outcomes of these events

The Government of the Republic of Macedonia highly appreciates the role of the Advisory Committee in advancing the status of persons belonging to minorities in State Parties to the Convention. The implementation of the provisions of the Convention is one of the key instruments in preserving the peace and in the development of democratic stability in Europe. Hence the necessity and the importance of their implementation at the pan-European level.

Between the third and fourth reporting cycle, numerous seminars and conferences at national and regional levels were organized. In May 2013, the Agency for Exercise of the Rights of the Communities convened a regional conference entitled “International standards for the protection of minority rights and their implementation at the national level: achievements and challenges”, organized by the Council of Europe, with the support of the European Union. The Conference was held as part of the regional project of the European Union and the Council of Europe entitled “Promoting human rights and protection of minorities in South East Europe”. At this Conference, there were discussions about the implementation of recommendations of monitoring bodies under international instruments relating to the protection of minority rights; the discussions were also centred on the type of strategies, policies and action plans that need to be adopted or implemented in order to improve the implementation of recommendations of international monitoring bodies related to the protection of national minority rights; there were also discussions on the issue of monitoring of policies that have proven successful in terms of protection of the rights of the communities, etc.

In 2013, the Agency for Exercise of the Rights of the Communities organized a regional workshop entitled “Participation of civil society organizations in decision-making processes”, financially supported by the Mission of the Organization for Security and Cooperation in Europe (OSCE) in Skopje. In addition to representatives of national institutions and civil society organizations, representatives of relevant institutions and civil society organizations from the Republic of Serbia, Bosnia and Herzegovina and Montenegro also attended the workshop.

As part of the IPA 2009 TAIEX technical assistance to the Ministry of Information Society and Administration, a series of trainings for persons belonging to non-majority communities in the state and public administration started in November 2013. The trainings will finish in September 2014. 11 training sessions were realised and it is planned to organize 5 more training cycles until November 2014. The trainings are conducted following five key

training modules designed for different target groups. It is planned to train 1,250 civil servants and public administration employees, including 450 persons belonging to non-majority communities in the country. Additionally, under the existing training programme conducted by the Ministry of Information Society and Administration, a new programme, entitled "Introduction to Public Administration" was developed. It was prepared based on the knowledge and practices of the team of experts for technical assistance to the Ministry. After consultations between the Ministry of Information Society and Administration and the Secretariat for the Implementation of the Framework Agreement, trainings started for 500 civil servants at the Secretariat for the Implementation of the Framework Agreement.

c) Participation of minority organizations and other non-governmental organizations in the implementation and monitoring of the Framework Convention by relevant authorities, and their involvement in the preparation of the IV Report

As of 2012, the Agency for Exercise of the Rights of Communities has been organizing the so-called Participatory Forums for the communities. They serve as a consultative and advisory body, whereby persons belonging to non-majority communities are enabled to participate actively in the design of common policies, helping, as well, to strengthen the cooperation between the civil society and the state administration. The purpose of participatory forums is to strengthen the cooperation between administrative bodies and non-majority communities, to jointly address issues of interest to the non-majority communities, to produce recommendations, to enable the provision of opinions about proposed government policies that may directly or indirectly affect the rights of the non-majority communities. Participatory forums consist of representatives of relevant institutions at the central level tasked with the promotion, protection, and exercise of rights by persons belonging to the communities, comprising as well representatives of NGOs the strategic goals and objectives of which are protection, promotion and exercise of rights by persons belonging to communities. The participatory forum comprises 35 members. In addition, four thematic participatory forums with all stakeholders (NGOs, relevant institutions, international organizations) were organized covering the following topics:

- "Amendments to and interpretations of the legislation relating to the communities and identification of mechanisms for communication between the communities and state administration bodies";
- "Access of persons belonging to the communities to the media and Analysis of the status of civil society organizations which according to their statutes perform activities related to the promotion and protection of the rights of communities";
- "Equitable representation of persons belonging to the communities in the Republic of Macedonia", "Implementation of the right to effective participation of the communities in cultural life".

d) Any other measures taken to promote awareness of the Framework Convention among national minorities, public officials and the public at large

In the period from May to December 2013, the Agency for Exercise of the Rights of Communities organized promotional activities for the manual "Implementation of rights of communities: practices, mechanisms and protection". In the course of the promotion of the manual, a joint campaign entitled "Use your right - Educate yourself in your native language" was launched by the Agency for Exercise of the Rights of the Communities and the Administration for Development of Education in the Languages of the Communities at the Ministry of Education and Science. The purpose of the campaign was to inform and raise the awareness of children and their parents belonging to the communities representing less than 20% of the total population in the Republic of Macedonia about their rights in the area of education then to promote regular education in the Turkish and Serbian languages, and the

study of optional subjects of Language and Culture of Bosniaks, Roma and Vlachs. 15 municipalities were visited during the campaign.

With a view to implementing planned preventive activities in the area of respect for human rights and freedoms, in 2011, the Sector for Internal Control and Professional Standards at the Ministry of the Interior conducted working visits and held meetings with the managerial staff of the Unit for Combating Crime at the Skopje Sector for Internal Affairs, the Unit for Special Tasks and the Rapid Deployment Unit at the Department for Special Units. In 2012, this activity also involved police stations of general competence and the Offices for Criminal Affairs at Sectors for Internal Affairs. At these working meetings, senior police officers were reminded of the necessity for strict adherence to the body of human rights and freedoms when exercising police authorities, as well as the necessity to respect the Law on Internal Affairs, the Law on Police, secondary legislation and internal regulations of the Ministry of the Interior. Furthermore, senior police officers were tasked with convening working meetings with junior police officers on this topic. Special attention is paid to the cooperation with NGOs and the Ombudsman's Office, i.e. to the organization of joint trainings in the field of human rights and freedoms, especially for police officers who frequently come into contact with citizens when performing policing duties. In 2012 and 2013, two such trainings were organized together with NGOs: "All for Fair Trials", the Helsinki Committee for Human Rights in the Republic of Macedonia, and "Mesecina" ("Moon") (an NGO from the Roma community).

PART II

Specific recommendations for immediate action

Develop urgently and implement appropriate and targeted policies to address the problems facing the Roma in the field of employment; allocate adequate resources to address the situation of the Roma with regard to housing, education and access to healthcare and the particular needs of Roma women

Policies and activities for inclusion of the Roma in the Republic of Macedonia are envisaged under the National Strategy for the Roma in the Republic of Macedonia and the Decade of Roma Inclusion, i.e. in the respective national action and operative implementation plans in areas of education, housing, healthcare and employment. Many government projects are in progress, the implementation of which also involves non-governmental organizations, such as: Project on the inclusion of Roma children in pre-school education; Project on opening *Roma Information Centres* the task of which is provision of information, assistance and support to persons belonging to the Roma community in meeting their practical needs and their faster integration, in accordance with the priority areas under the Roma Decade and the Roma Strategy.

Regarding the situation of the Roma on the labour market and their employment, the Republic of Macedonia undertakes many activities aimed at inclusion of registered unemployed Roma in current programmes for training and retraining, active measures for employment and self-employment and micro-financing programmes.

In the period thus far, there have been several activities aimed at improving the infrastructure in settlements inhabited mostly by Roma. Projects for construction and improvement of water supply and sewerage systems, then activities for development of urban plans and reconstruction of streets are implemented with funds under the budget of the Republic of Macedonia, budgets of local self-government units and foreign donations. The

Ministry of Transport and Communications drafted a law on the legalization of illegal buildings and establishing a digital database of general and detailed urban plans.

As regards healthcare, there are programmes and activities pursued for the inclusion of the Roma population in the healthcare system and for the improvement of the access to healthcare services. Activities are in underway for regular vaccination of Roma children, education about prevention of HIV/AIDS in the Roma community, control and education about TB, free gynaecological examinations for Roma women, etc.

Detailed information about measures undertaken by the Government to address problems facing the Roma are provided in Part III of this Report relating to Article 4, Article 4 paragraph 2, Article 12 and Article 14.

Effectively apply the laws adopted to implement the Ohrid Framework Agreement; create opportunities for interethnic dialogue in all areas of life, in particular aiming to involve children and youth living in ethnically-mixed areas in joint activities, undertake further measures to promote tolerance, mutual understanding, respect and intercultural dialogue, and further measures to combat prejudices towards persons belonging to national minorities

Pursuing good interethnic relations in following with principles of tolerance and mutual respect, equal treatment of all persons before the law and implementation of the Ohrid Framework Agreement are long-term priorities of the Government. Peaceful and harmonious development of society is continuously promoted through permanent dialogue and consistent respect for the principle of equitable representation of persons belonging to all communities in Macedonia in state administration bodies and other public institutions. Full protection of the ethnic, cultural, linguistic and religious identity of all communities in Macedonia is guaranteed. Persons belonging to the communities have the right to freely express, foster and develop their identity and the features of their communities and to use the symbols of their communities. The Secretariat for the Implementation of the Framework Agreement, which became operational in January 2008, focuses its activities on: Promotion of equitable representation; Development and improvement of capacities for analysis and coordination of policies; Regularly informing the public about the process of implementing the Ohrid Framework Agreement; Coordinating, monitoring and promoting the development of an integrated education system; Coordinating, promoting and monitoring the process of decentralization; Coordination, promotion and monitoring of the progress in the implementation of the Law on the Use of Languages; Coordinating, promoting and monitoring the progress of anti-discrimination measures; Developing and strengthening cooperation with civil associations and foundations.

Great progress has been noted in the Report on the implementation of the Ohrid Framework Agreement adopted in 2012, especially in terms of equitable representation of all ethnic groups that live in the Republic of Macedonia, then in terms of the use of minority languages and in terms of the implementation of the Framework Agreement locally. The Report is also available in the English language at www.siofa.gov.mk.

Taking into account the polarization of society between the two major communities – the Macedonian and the Albanian – and the impact of this situation on the education system, with the support of the OSCE High Commissioner on National Minorities, the Ministry of Education and Science prepared an Integrated Education Strategy entitled "Steps towards Integrated Education in the Education System of the Republic of Macedonia", as a comprehensive government strategy towards an integrated education system. More details are provided in Part III of the Report relating to Article 6.

Take measures to effectively redress the under-representation of persons belonging to the smaller national minorities in state administration bodies and other public institutions at all levels

The Government of the Republic of Macedonia undertakes continuous measures for proper application of the principle of equitable representation of all ethnic communities and in this context for increased representation of smaller communities in the state administration bodies and other public institutions at all levels. Pursuant to Article 26, paragraph (1), subparagraph (11) of the Law on the Organization and Work of State Administration Bodies, published in the Official Gazette of the Republic of Macedonia No. 167/2010, the Ministry of Information Society and Administration keeps a Civil Servant Register. The Register is a single database of employees in the state administration run electronically. In accordance with the legal obligation, and bearing in mind the commitment to transparent work, the Ministry prepared an Annual Register Data Report, the content of which is defined in the Rulebook on the Content of the Annual Report on the Civil Servant Register Data (Official Gazette of the Republic of Macedonia No. 58/2011). The Report is public and contains data on the total number of civil servants and the structure of the civil service by certain parameters (position, gender, age, education degree and ethnic affiliation). In addition to the one-dimensional presentation of data, they are also presented in two and three-dimensional formats derived by cross-tabulation. Furthermore, data on civil servants in the executive branch, independent state bodies and professional services of independent state bodies, and on civil servants in local self-government units are presented separately. The data presented in the Report describe the situation in the civil service until 31 December 2012.

Additionally, at the national level, Article 48 “Principles of equitable representation and equality of genders” of the Law on Internal Affairs (Official Gazette of the Republic of Macedonia No. 92/2009, 35/2010, 36/2011) explicitly prescribes that in the process of recruitment of employees at the Ministry of the Interior all communities are to be represented equitably, while applying the criteria of professionalism and competence. The same provision is contained in Article 96 of the Law on Police (Official Gazette of the Republic of Macedonia No. 114/06, 6/09, 145/12), whereby the principle of equitable representation of communities applies to employment at the police, as well. Both laws are *lex specialis* and are aimed at determining the formal legal and practical aspects of integration of ethnic communities in the Ministry of the Interior.

Ensure that no disadvantage will result for citizens from the exercise of their right to identify themselves as belonging to any ethnic group

In 2012, the Government of the Republic of Macedonia adopted the National Strategy for Equality and Non-Discrimination. The main goal of this Strategy is to improve the status of the most vulnerable categories of citizens in society and to ensure continuous development in achieving equality and non-discrimination. The National Strategy focuses on four grounds of discrimination: disability, ethnic affiliation, age and gender.

Provide the newly established Commission for Protection against Discrimination with the appropriate financial and human resources and structures necessary to allow it to fulfil its duties effectively and independently; continue to support the Ombudsman’s Office

The Commission for Protection against Discrimination was established in December 2010 under the Law on Prevention of and Protection against Discrimination and is composed of 7 members. The Commission has competences: to act upon applications; to issue opinions and recommendations on specific cases of discrimination; to give applicants information about their rights and possibilities for filing court or other proceedings for protection; to institute proceedings before competent authorities against violations of the above referred to

Law; to submit an annual report to the Assembly; to inform the public about cases of discrimination and undertake activities to promote and educate about equality, human rights and non-discrimination; to monitor the implementation of the Law; to propose amendments to regulations and laws in order to implement and promote protection against discrimination; to offer recommendations to state bodies to undertake measures for achieving equality; and to give opinions on draft laws concerning protection against discrimination. In addition, the Anti-Discrimination Law stipulates that the Commission gives an opinion on alleged discrimination within 90 days of the filing of the application and accordingly notifies the applicant and the person against whom the application has been filed. Having established a case of discrimination, the Commission issues a written opinion recommending ways of redressing the violations of the concerned right. The person to whom the recommendation is addressed is obliged to act upon the recommendation and to redress the violation of the right within 30 days of receipt of the recommendation, as well as to inform the Commission thereof. According to Article 29 of the Law, if the person to whom the recommendation is addressed fails to act upon the recommendation, i.e. fails to redress the violation of the right, the Commission may institute proceedings before the competent authority to establish the responsibility of the person that has perpetrated the violation.

In 2013, the Commission for Protection against Discrimination received a total number of 84 applications. After having considered the applications, the Commission instituted proceedings in 44 cases. In pursuance with Article 28 of the Law on the Prevention and Protection against Discrimination, after the investigation and having established the facts in the cases, in 25 cases it was established that there was no discrimination, and in 4 cases it was found that there was discrimination. In respect of the latter cases, the Commission found discrimination on three different grounds: ethnic affiliation, belonging to a marginalised group and on the ground of health status. In two cases, in accordance with Article 31 of the Rules of Procedures of the Commission, the proceedings were interrupted because the Commission succeeded in reaching a settlement regarding issues applicants complained about. In such cases, the Commission does not undertake any other activities with respect to the case, having first adopted a relevant Conclusion to this end. In its Conclusion, the Commission explains the actions taken, as well as the settlement under which the violation of the concerned right is eliminated. Furthermore, in pursuance with Article 26 of the Law, in 14 cases, the Commission did not act upon applications due to the fact that court proceedings had already been undertaken in the specific cases, or due to the non-existence of discrimination grounds or because the Commission did not have competences to act upon the applications.

The amendments to the Law on the Ombudsman of 2009 strengthened the Ombudsman's mandate by establishing separate units at the Ombudsman's Office, such as: unit for protection of the rights of children and persons with disabilities, unit for protection of citizens against discrimination, unit for protection against torture and other cruel, inhuman or degrading treatment or punishment, and unit for equitable representation.

The independence and autonomy of the Ombudsman are ensured by its budget, which is part of the state budget, but the Assembly of the Republic of Macedonia votes separately for it.

Seek to increase support for cultural activities of national minorities' organizations and ensure that financial difficulties will not affect disproportionately persons belonging to national minorities; involve national minority representatives in the decision-making on the distribution of funds allocated for cultural projects

Under the Law on Culture, cultural activities and the preservation of cultural heritage of different communities are funded under a system for financing programmes and projects of national interest with funds from the state budget via the Ministry of Culture. Each year, the Ministry issues an annual competition for funding projects or programmes of national interest.

Public legal entities (national and local institutions) and private legal entities (private institutions, individual artists, NGOs etc.) that are active in the field of culture may apply. Then, following the criteria set out in the Rulebook on the Criteria for Funding Programmes or Projects in Various Culture Activities, separate selection committees established for different areas of culture, following a professional and competent assessment of project proposals, without making any differences on the basis of ethnic affiliation, status, age, education, religious or political affiliation and other subjective characteristics of applicants for cultural projects, recommend to the Minister of Culture which of the submitted projects should be funded under the annual programme of the Ministry of Culture for the current year. The adopted annual programme is published in the media, in both the Macedonian and Albanian languages, ensuring transparency in the allocation of budget funds for culture. Accordingly, local authorities also fund culture projects and programmes that are of local importance, regardless of the ethnic affiliation of entities proposing the projects and without making a difference on any other ground.

Consider putting in place an independent mechanism to monitor police conduct in line with European standards and ensure prompt, impartial and effective investigations into allegations of ill-treatment by the police

The work of the Ministry of the Interior is supervised at internal and external levels.

According to Article 39 of the Law on Internal Affairs, the external supervision of the work of the Ministry of the Interior is carried out by the Assembly of the Republic of Macedonia and the Ombudsman. According to the new Law on Criminal Procedure, the Public Prosecutor's Office has increased competencies with regard to supervising the work of the police.

The Ministry of the Interior continually seeks to strengthen the operative capacity of the Sector for Internal Control and Professional Standards in order to prevent cases of unlawful and unprofessional conduct, including conduct of police officers in breach of the body of human rights and freedoms. In this regard, changes were made in the work methodology and selection of professional personnel and in the training. Given the new systematization of jobs at the Sector, the number of employees was increased; likewise, the new organizational structure at the Professional Standards, Integrity and Prevention Unit focuses on preventive work and on strengthening the professional integrity. Furthermore, there are continual measures undertaken to monitor the situation with respect to human rights in order to identify shortcomings and give directions on remedying them and to call to account police officers who have abused their authorities and who have violated the fundamental rights and freedoms of other persons while performing policing duties. The Sector for Internal Control and Professional Standards has meetings with counterpart internal control services from the regional countries in order to exchange experiences and adopt positive practices of other agencies in its work. Detailed information is provided in the part of the Report relating to Article 4, paragraph 1.

The use of languages of national minorities in dealings with administrative authorities in particular by providing financial means necessary for the employment of more qualified interpreters and translators; provide additional support to civil servants to acquire more skills in minority languages

Efforts were made to create the necessary conditions for the use of languages of non-majority ethnic communities in the communication with administration bodies. Enclosed: Table on the number of court interpreters employed by courts in the Republic of Macedonia and tables presenting the ethnic affiliation of judges.

Court interpreters employed by courts in the Republic of Macedonia

Ordinal number	Court	Interpreters	Position
1	Supreme Court of the Republic of Macedonia	1	Court Officer
4	Skopje Court of Appeals	2	Senior Court Officer
6	Bitola Court of Appeals	1	Junior Court Officer
7	Gostivar Court of Appeals	1	Junior Court Officer
8	Skopje 1 First Instance Court in Skopje	4	1 Officer 2 Junior Officers 1 Assistant
9	Skopje 2 First Instance Court in Skopje	6	4 Junior Officers 1 Junior Court Officer 1 Court Officer
12	Ohrid First Instance Court	1	Junior Court Assistant
13	Struga First Instance Court	2	1 Court Officer 1 Junior Officer
14	Gostivar First Instance Court	3	Court Officer
15	Tetovo First Instance Court	7	4 Officers 3 Junior Officers
16	Kumanovo First Instance Court	3	1 Officer 2 Junior Officers
22	Kicevo First Instance Court	2	Officer
24	Resen First Instance Court	1	Junior Officer
30	Krusevo First Instance Court	1	Court Assistant (Junior Officer)
33	Debar First Instance Court	1	Officer
35	Judicial Council of the Republic of Macedonia	1	Junior Officer
37	TOTAL	37	

DATA ON JUDGES BY ETHNIC AFFILIATION FOR THE YEAR 2010

COURTS	Number of judges	Macedonian	Albanian	Vlach	Serb	Bosniak	Muslim Macedonian	Muslim	Bulgarian	Turk	Montenegrin	Croat
Supreme Court of the Republic of Macedonia	21	15	5			1						
Administrative Court	24	17	6							1		
Skopje Court of Appeals	46	33	9	2			1				1	

1	Veles First Instance Court	21	20	1								
2	Gevgelija First Instance Court	15	15									
3	Kavadarci First Instance Court	16	16									
4	Kratovo First Instance Court	5	5									
5	Kriva Palanka First Instance Court	8	7		1							
6	Kumanovo First Instance Court	37	30	5		2						
7	Negotino First Instance Court	5	5									
8	Skopje 1 First Instance Court	69	59	6	2		2					
9	Skopje 2 First Instance Court	81	71	6	2	1						1
	TOTAL	303	261	27	7	3	2	1			1	1
	Bitola Court of Appeals	23	22	1								
1	Bitola First Instance Court	27	26							1		
2	Krusevo First Instance Court	4	3		1							
3	Ohrid First Instance Court	19	17	2								
4	Prilep First Instance Court	23	23									
5	Resen First Instance Court	5	5									
6	Struga First Instance Court	15	8	5				2				
	TOTAL	116	104	8	1			2		1		
	Stip Court of Appeals	16	14		1					1		
1	Berovo First Instance Court	6	6									
2	Vinica First Instance Court	3	3									
3	Delcevo First Instance Court	5	5									
4	Kocani First Instance Court	14	13		1							
5	Radovis First Instance Court	11	11									
6	Sveti Nikole First Instance Court	5	5									
7	Strumica First Instance Court	24	24									
8	Stip First Instance Court	23	19		4							
	TOTAL	107	100		6					1		
	Gostivar Court of Appeals	12	5	7								

1	Gostivar First Instance Court	22	12	9							1		
2	Tetovo First Instance Court	29	17	11				1					
3	Kicevo First Instance Court	14	10	4									
4	Debar First Instance Court	6	3	3									
	TOTAL	83	47	34				1		1			
	OVERALL TOTAL	654	544	80	14	3	3	3	1	1	3	1	1
	%		83.20%	12.20%	2.20%	0.45%	0.45%	0.45%	0.15%	0.15%	0.45%	0.15%	0.15%

DATA ON JUDGES BY ETHNIC AFFILIATION FOR THE YEAR 2011

	COURTS	Number of judges	Macedonian	Albanian	Vlach	Serb	Bosniak	Muslim Macedonian	Muslim	Bulgarian	Turk	Montenegrin	Croat
	Supreme Court of the Republic of Macedonia	23	17	6									
	Administrative Court	30	21	7			1				1		
	Higher Administrative Court	13	11	2									
	Skopje Court of Appeals	49	35	10	2			1				1	
1	Veles First Instance Court	22	21	1									
2	Gevgelija First Instance Court	14	14										
3	Kavadarci First Instance Court	15	15										
4	Kratovo First Instance Court	5	5										
5	Kriva Palanka First Instance Court	8	7		1								
6	Kumanovo First Instance Court	37	30	5		2							
7	Negotino First Instance Court	7	7										
8	Skopje 1 First Instance Court	70	59	7	2		2						

9	Skopje 2 First Instance Court	79	67	8	2	1							1
	TOTAL	306	260	31	7	3	2	1				1	1
	Bitola Court of Appeals	26	25	1									
1	Bitola First Instance Court	25	23				1				1		
2	Krusevo First Instance Court	3	2		1								
3	Ohrid First Instance Court	20	18	2									
4	Prilep First Instance Court	22	22										
5	Resen First Instance Court	5	5										
6	Struga First Instance Court	17	9	6				2					
	TOTAL	118	104	9	1	0	1	2	0	0	1	0	0
	Stip Court of Appeals	18	16		1					1			
1	Berovo First Instance Court	6	6										
2	Vinica First Instance Court	3	3										
3	Delcevo First Instance Court	5	5										
4	Kocani First Instance Court	14	13		1								
5	Radovis First Instance Court	11	11										
6	Sveti Nikole First Instance Court	4	4										
7	Strumica First Instance Court	25	25										
8	Stip First Instance Court	25	21		4								
	TOTAL	111	104	0	6	0	0	0	0	1	0	0	0
	Gostivar Court of Appeals	16	6	10									
1	Gostivar First Instance Court	21	11	9							1		
2	Tetovo First Instance Court	27	17	9					1				
3	Kicevo First Instance Court	14	10	4									
4	Debar First Instance Court	6	3	3									
	TOTAL	84	47	35	0	0	0	0	1	0	1	0	0
	OVERALL TOTAL	685	564	90	14	3	4	3	1	1	3	1	1
			82.40%	13.13%	2.04%	0.43%	0.58%	0.43%	0.14%	0.14%	0.43%	0.14%	0.14%

DATA ON JUDGES BY ETHNIC AFFILIATION FOR THE YEAR 2012

	COURTS	Number of judges	Macedonian	Albanian	Vlach	Serb	Bosniak	Muslim Macedonian	Muslim	Bulgarian		Montenegrin	Croat
	Supreme Court of the Republic of Macedonia	20	15	5									
	Administrative Court	29	20	7			1			1			
	Higher Administrative Court	11	10	1									
	Skopje Court of Appeals	46	32	11	1					1	1		
1	Veles First Instance Court	22	20	1			1						
2	Gevgelija First Instance Court	14	14										
3	Kavadarci First Instance Court	14	14										
4	Kratovo First Instance Court	5	5										
5	Kriva Palanka First Instance Court	7	7										
6	Kumanovo First Instance Court	38	28	7		3							
7	Negotino First Instance Court	7	7										
8	Skopje 1 First Instance Court	71	55	10	2	2	2						
9	Skopje 2 First Instance Court	79	66	9	2	1							1
	First Instance Courts Total	257	216	27	4	6	3						1
	Bitola Court of Appeals	26	25	1									
1	Bitola First Instance Court	27	24	1			1			1			
2	Krusevo First Instance Court	3	2		1								
3	Ohrid First Instance Court	19	17	2									
4	Prilep First Instance Court	21	21										
5	Resen First Instance Court	5	4	1									
6	Struga First Instance Court	17	9	6				2					
	First Instance Courts Total	92	77	10	1		1	2		1			
	Stip Court of Appeals	17	16		1								
1	Berovo First Instance Court	5	5										

2	Vinica First Instance Court	3	3										
3	Delcevo First Instance Court	4	4										
4	Kocani First Instance Court	14	14										
5	Radovis First Instance Court	10	10										
6	Sveti Nikole First Instance Court	4	4										
7	Strumica First Instance Court	21	21										
8	Stip First Instance Court	22	19		3								
	First Instance Courts Total	83	80		3								
	Gostivar Court of Appeals	16	6	10									
1	Gostivar First Instance Court	23	11	11						1			
2	Tetovo First Instance Court	28	16	11				1					
3	Kicevo First Instance Court	14	10	4									
4	Debar First Instance Court	6	3	3									
	First Instance Courts Total	71	40	29				1		1			
	OVERALL TOTAL	668	537	101	10	6	5	2	1	0	4	1	1
	%		80.30%	15.10%	1.40%	1%	0.80%	0.30%	0.20%	0%	0.50%	0.20%	0.20%

DATA ON JUDGES BY ETHNIC AFFILIATION FOR THE YEAR 2013

	COURTS	Number of judges	Macedonian	Albanian	Vlach	Serb	Bosniak	Muslim Macedonian	Muslim	Bulgarian	Turk	Montenegrin	Croat
	Supreme Court of the Republic of Macedonia	22	16	6									
	Administrative Court	30	19	8	1		1				1		
	Higher Administrative Court	10	10										
	Skopje Court of Appeals	48	34	10	1						2	1	
1	Veles First Instance Court	20	18	1			1						
2	Gevgelija First Instance Court	14	14										

3	Kavadarci First Instance Court	14	14									
4	Kratovo First Instance Court	3	3									
5	Kriva Palanka First Instance Court	6	6									
6	Kumanovo First Instance Court	37	25	7	1	4						
7	Negotino First Instance Court	6	6									
8	Skopje 1 First Instance Court	68	53	9	2	1	3					
9	Skopje 2 First Instance Court	77	65	8	2	1						1
	First Instance Courts Total	245	204	25	5	6	4					1
	Bitola Court of Appeals	25	23	2								
1	Bitola First Instance Court	26	23	1			1			1		
2	Krusevo First Instance Court	3	2		1							
3	Ohrid First Instance Court	20	18	2								
4	Prilep First Instance Court	20	20									
5	Resen First Instance Court	5	4							1		
6	Struga First Instance Court	16	9	5				2				
	First Instance Courts Total	90	76	8	1		1	2		2		
	Stip Court of Appeals	18	16		1				1			
1	Berovo First Instance Court	5	5									
2	Vinica First Instance Court	3	3									
3	Delcevo First Instance Court	3	3									
4	Kocani First Instance Court	14	14									
5	Radovis First Instance Court	10	10									
6	Sveti Nikole First Instance Court	4	4									
7	Strumica First Instance Court	21	21									
8	Stip First Instance Court	22	19		3							
	First Instance Courts Total	82	79		3							
	Gostivar Court of Appeals	16	6	10								
1	Gostivar First Instance Court	25	12	12						1		
2	Tetovo First Instance Court	28	16	11				1				
3	Kicevo First	15	11	4								

	Instance Court												
4	Debar First Instance Court	6	3	3									
	First Instance Courts Total	74	42	30					1		1		
	OVERALL TOTAL	660	525	99	12	6	6	2	1	1	6	1	1
	%		79.60%	15%	1.80%	0.90%	0.90%	0.30%	0.15%	0.15%	0.90%	0.15%	0.15%

Make sustained efforts to ensure access to pre-school education for all Roma children and guarantee that the curriculum in such kindergartens corresponds to the diverse needs and multilingual composition of the groups; raise awareness of teachers of Roma culture and provide those working in areas with substantial numbers of Roma with proper training

Detailed information is provided in the part of the Report relating to Article 12.

PART III

Further steps taken to improve the implementation of the Framework Convention

Article 3

Please refer to the previous Reports.

Article 4

In the context of the issue of housing for the Roma, in the period from 2009 to 2013, the Ministry of Transport and Communications of the Republic of Macedonia implemented numerous activities for implementation of the Roma Strategy of the Republic of Macedonia, i.e. of the Housing and Infrastructure Action Plan. In cooperation with the Municipality of Suto Orizari, and using funds under the 2009 Budget of the Republic of Macedonia, the following project was implemented: Construction of sanitary sewerage F 400, sections along Pelagonija and Brsjacka Buna Streets, in the Municipality of Suto Orizari; project value: MKD 3,487,927.00.

Funds amounting to MKD 10,894,000.00, from the 2010 Budget of the Republic of Macedonia, i.e. the budget of the Ministry of Transport and Communications, were used for implementation of projects in 11 municipalities, which is the participation of the Republic of Macedonia in the implementation of projects for public utilities in Roma settlements; of the 11 municipalities, two did not utilize the funds.

1. Municipality of Stip: Project of reconstruction of the water supply and sewage system – section of Kosovska Street in Stip;
2. Municipality of Bitola: Project for replacing the water supply network and reconstruction of Mirce Acev Street in Bitola;
3. Municipality of Prilep: Project for construction of the sanitary sewerage and storm drain along Rade Ivanovski Street in Prilep and Project for construction, conversion and paving of Gostivarska Street in Prilep;
4. Municipality of Kocani: Project for construction of supporting walls along Stamen Manov Street – section 1 in Kocani;

5. Municipality of Delcevo: Project for reconstruction of the water supply network on Marsal Tito Street in Delcevo;
6. Municipality of Veles: Project for reconstruction of Stojan Burceski-Buridan Street in Veles;
7. Municipality of Vinica: Project for paving Vanco Prke Street with behaton pavers and Project for reconstruction of the water supply system for Ivo Lola Ribar Street in Vinica;
8. Municipality of Kicevo: Project for construction of the sanitary sewerage for Skopska Street in Kicevo;
9. Municipality of Debar: Project for regulation of the Vakovska River in Debar;
10. Municipality of Kumanovo: Project for construction of sanitary sewerage on Gjuro Pucar–Stari Street in Kumanovo;
11. Municipality of Gazi Baba: Project for construction of sanitary sewerage on 12th Street in the village of Jurumleri;
12. The Municipality of Karpos and the Municipality of Cair did not use the allocated funds.

Funds amounting to MKD 10,986,000.00, under the 2011 Budget of the Republic of Macedonia, i.e. of the Ministry of Transport and Communications, were used for implementation of projects in 9 municipalities, which is the participation of the Republic of Macedonia in the implementation of public utility projects in Roma settlements.

1. Municipality of Stip: Project for construction of sanitary sewerage on a section of Sirok Dol Street and Project for reconstruction of the water supply and sewerage systems in a section of Kosovska Street;
2. Municipality of Bitola: Project for reconstruction of the roadway of Ljubojno Street, Sections 1, 2, 3 in the Bair settlement;
3. Municipality of Prilep: Project for construction of sanitary sewerage for a section of Berovska Street;
4. Municipality of Kocani – Project for construction of supporting walls along Stamen Manov Street – section 2 in Kocani;
5. Municipality of Delcevo: Project for reconstruction of part of the distributive network in the city of Delcevo;
6. Municipality of Kicevo: Project for reconstruction of the river embankment and roads;
7. Municipality of Cair: Project for reconstruction of 376/1 and 376/2 Streets in the Stara Topaana settlement;
8. Municipality of Gazi Baba: Project for construction of sanitary sewerage on 12th Street in the village of Jurumleri;
9. Municipality of Gjorce Petrov: Project for completion of the construction of the water supply network in the region of the village of Volkovo-Przina.

Under the 2012 Budget of the Republic of Macedonia, i.e. of the Ministry of Transport and Communications, funds amounting to MKD 10,000,000.00 were allocated for projects under the Roma Strategy of the Republic of Macedonia and the Housing Action Plan. In 2012, out of seven municipalities that submitted project proposals accompanied with the required project, construction and technical documents to the Ministry of Transport and Communications, six municipalities utilized the funds for public utility projects in Roma settlements, as follows:

1. Municipality of Bitola: Project for reconstruction of a combined sewage on Ljubojno Street in Bitola;
2. Municipality of Vinica: Project for construction of a section of Goce Delcev Street in Vinica;
3. Municipality of Gazi Baba: Project for construction of sanitary sewerage on 12th Street in the village of Jurumleri;

4. Municipality of Kocani: Project for reconstruction of a section of Stamen Manov Street in Kocani;
5. Municipality of Prilep: Project for construction of sanitary and storm sewerage along Berovska Street in Prilep;
6. Municipality of Stip: Project for construction of reinforced concrete supporting walls on Vardarska Street in Shtip;
7. Municipality of Veles: Project for construction of a newly designed street, section of Todor Janev Street in Veles.

The 2013 Budget of the Republic of Macedonia allocated MKD 10,000,000.00 for support of public utility projects set forth under the 2005-2015 Roma Inclusion Decade and the Roma Strategy of the Republic of Macedonia. In 2013, all eight municipalities that submitted project proposals accompanied with the necessary project, construction and technical documents to the Ministry of Transport and Communications implemented their projects, as follows:

1. Municipality of Berovo: Project for reconstruction and construction of a 459-meter long section of Bratsvo i Edinstvo Street;
2. Bitola Municipality: Project for reconstruction of the roadway of Karaorman Street, sections 1, 2, 3, 4 and 5 in Bitola;
3. Municipality of Vinica: Project for construction of a 140-meter long section of Vanco Prke Street in Vinica and Project for reconstruction of the water supply network along Makedonska Street and sections of Goce Delcev Street;
4. Municipality of Gazi Baba: Project for construction of sanitary sewerage on 12th Street in the village of Jurumleri;
5. Municipality of Kocani: Project for construction of a section of Stamen Manov Street in Kocani with supporting walls; and
6. Municipality of Prilep: Project for adapting and paving sections of Korab Street and sections 1 and 2 of Dabnicki Zavoj Street;
7. Municipality of Probitip: Project for construction of 5th Street in Probitip;
8. Municipality of Stip: Project for construction of a section of Kosovska Street in Stip.

The Project for Housing for Socially Vulnerable Groups, which concerns the construction of a total of 1,754 social apartments in 33 apartment buildings in 26 towns on the territory of the Republic of Macedonia and is financed partially from a loan of EURO 25,350,000 from the CoE Development Bank under Loan Agreement F/P 1674 (2009) and from budget assets of EURO 25,350,000 from the Budget of the Republic of Macedonia, is in the implementation stage. The project implementation period is from 2007 to 2016. The apartments are granted in accordance with the Decision of the Government of the Republic of Macedonia concerning the granting of social apartments and the conditions for their use set under the Programme for Construction and Maintenance of Apartments Owned by the Republic of Macedonia (Official Gazette of the Republic of Macedonia No. 96/09 and 122/10). According to this Decision, social apartments may be granted to 7 categories of citizens, people at social risk and other vulnerable groups, who do not have a home, including disadvantaged members of the Roma community (in accordance with the Roma Strategy of the Republic of Macedonia).

Of the 11 buildings with 559 apartments constructed and granted by 2013, 102 apartments were leased to Roma families in all seven categories of socially vulnerable groups stipulated in the Decision of the Government of the Republic of Macedonia. The construction of three buildings in Prilep (76 apartments), Demir Hisar (25 apartments) and Resen (18 apartments) started in 2013.

Article 4, Paragraph 1

The Ministry of the Interior, through its Sector for Internal Control and Professional Standards, which exercises supervision of the employees and organizational units at the Ministry of the Interior, regularly processes citizens' complaints. Irrespective of whether the complaints have been submitted indirectly (in writing, through the toll-free telephone number 199, the website of the Ministry, through the special mailboxes installed at all general competence police stations), via institutions (the Ombudsman, NGOs, lawyers acting as proxies to citizens) or directly at the Sector for Internal Control and Professional Standards or to the detached senior counsellors of the Sector assigned at every Sector for Internal Affairs, the complaints are considered and processed in compliance with the Law on Processing Complaints and Proposals. The Sector processes and investigates exceptionally professionally and without exception all allegations made in complaints in all cases of reported illegal or unprofessional conduct of police officers, applying the principle of equal treatment of all citizens, regardless of their ethnic origin, religion, gender or any other status. Following the investigations, responses are delivered duly to the complainants.

For the purpose of undertaking the planned preventive activities related to respecting human rights and freedoms, the Sector for Internal Control and Professional Standards made working visits and held meetings with the managerial staff at the Unit for Combating Crime at the Skopje Sector for Internal Affairs and the Special Operations Unit and the Rapid Deployment Unit at the Special Units Department in 2011, and at the General Competence Police Stations and the Criminal Affairs Offices at the Sectors for Internal Affairs in 2012. At the working meetings, police officers were informed about the necessity to consistently respect the body of human rights and freedoms when performing policing duties, abide by the Law on Internal Affairs, the Law on Police and the secondary legislation and internal regulations of the Ministry of the Interior, while the managerial staff were also tasked with holding working meetings on those issues with their junior police staff. The Sector processes and investigates without exception all allegations made in the complaints in all cases of reported illegal or unprofessional conduct of police officers towards citizens, regardless of their ethnic origin, religion, gender or any other status. Following the investigations, responses are delivered duly to the complainants. The Sector for Internal Control and Professional Standards reports directly to the Minister of the Interior. It is separated from the Bureau of Public Security and is organized in compliance with international standards. The Sector exercises internal supervision of the Ministry of the Interior. According to the law, the external supervision of the work of the Ministry of the Interior – and thus of the Sector for Internal Control and Professional Standards – is exercised by the Assembly of the Republic of Macedonia (through a special committee) and the Ombudsman. Under the reforms of the criminal justice system of the Republic of Macedonia and the new Law on Criminal Procedure a completely new system of procedures at the Public Prosecutor's Office has been introduced, where new institutions, such as the Justice Police and the Public Prosecutor's Office Research Centres, are established. The expansion of the competences of the Public Prosecutor's Office, helps improve the oversight of the work of the Ministry of the Interior.

Article 4, Paragraph 2

One of the groups targeted by the activities of the Employment Agency in order to improve its status in the labour market is the Roma population in the Republic of Macedonia. Under the Law on Employment and Unemployment Insurance (consolidated text, Official Gazette of the Republic of Macedonia No. 153, 6 December 2012), the Employment Agency of the Republic of Macedonia keeps records of the unemployed and of other persons seeking a job. The data in such records include the national identification number of the unemployed.

According to the said Law, an unemployed person is a person who is registered at the Employment Agency as unemployed, is actively seeking a job, is fit for work and is willing to accept any appropriate employment offered by the Agency. Such persons are obliged to personally report to the Agency every 30 days and prove that they have been seeking a job actively in the past month. The persons registered as other persons seeking a job must report every 6 months. The Employment Agency of the Republic of Macedonia has registered 1,743 unemployed Roma actively seeking a job, 554 of whom are women (30 November 2013, inclusive). The qualifications of a large part of these persons are unfavourable in relation to the employers' needs and demands, which reduces their employability, whereas the low degree of education of a large part of the persons also presents difficulties in including them in some of the programmes and active employment measures and in their successfully handling various issues they encounter when entering the labour market.

REVIEW
of registered unemployed Roma by level of education
(30 November 2013 inclusive)

	Degree of Education							TOTAL
	No education or primary education	Incomplete secondary education	Secondary education	Associate degree studies	Higher education	Master's degree	Doctor's degree	
Total	1282	162	272	3	23	1	-	1743
Women	400	41	101	1	11	-	-	554

* Registered unemployed Roma by degree of education (30 November 2013 inclusive)

The Employment Agency, in line with its programme objectives, focuses its activities on successful preparation for employment of unemployed persons, includes them in the active employment measures and mediates in employment.

The Employment Agency implements active employment programmes under the 2013 Operative Plan for Active Programmes and Measures for Employment. They are implemented within the set timeframe and involve employers and unemployed persons from the Roma community, in addition to other unemployed persons as recorded by the Employment Agency of the Republic of Macedonia. Under the 2013 Operative Plan for Active Programmes and Measures for Employment, as under the 2012 Operative Plan, the Roma are included as a target group in the Inclusive Growth Programmes, the Subsidy Programme, the Pilot Subsidy Programme for Beneficiaries of State Agricultural Land, the Programme for Organizing Public Works, the Programmes with Combined Employment Support Packages, etc. The target groups are gender-sensitive, which means that the target groups are not denied the right to participate in the various programmes covered by the Operative Plan, taking into consideration the conditions and criteria defined therein.

The Self-Employment Programme is implemented through training of interested unemployed persons in the basics of entrepreneurship and preparing sustainable business plans, providing assistance in registering their businesses and financial support for starting their businesses or for existent businesses of registered unemployed persons who have experiences in the relevant activity. A total of 76 Roma applied for this programme in 2013, 64 of whom completed a questionnaire. 17 of those persons were provided with training. The training was completed by 11 persons, whereas grants were awarded to 8 Roma.

In order to support the employment of unemployed persons who have difficulties integrating in the labour market, it is envisaged to subsidize their employment through financial support for each person employed on a gross monthly salary of MKD 13,000 for a period of 6 months, obligating the employers to keep those persons employed for at least another 12 months (18 months in total) or to recruit other unemployed persons registered at the Employment Agency of the Republic of Macedonia in their stead. Otherwise, the employers are obliged to refund the assets. Subsidized employment cannot be terminated on the grounds of business reasons (downsizing). The financial support to vulnerable groups amounts to MKD 17,000 per person, MKD 3,000 of which are provided to the employer as a subsidy for the costs of providing the person with skills necessary for the specific work process. A total of 91 Roma applied under this programme in 2013, 12 of whom were employed.

The trainings for profiles demanded in the labour market aim to produce the profiles demanded in the labour market, based on the skill demand analysis conducted by the Employment Agency, the research of the Organization of Employers and the chambers of commerce and the information supplied by Employment Centres, and are provided upon a public announcement. The trainings will be delivered by educational and adult education institutions. Persons participating in the training will receive allowance of MKD 6,200 per month to meet the costs of subsistence and travel during the training (including personal income tax and workplace personal injury and occupational disease insurance). The training will be conducted over a period of 2 months at institutions and/or agencies. After the training, the candidates will carry out practical work at an employer in real conditions for a period of 2 months. 30 Roma applied under this programme in 2013. The trainings were attended by 14 Roma and all of them were issued certificates.

Internships, as a first professional experience before employment, are planned to cover unemployed young people up to 29 years of age. Priority will be given to people who have completed secondary or higher education, who will be included in internship programmes for a period of three months. To implement this programme, MKD 6,200 will be paid monthly per person, including personal income tax and workplace personal injury and occupational disease insurance. Employers that have employed at least one person may participate in this programme. At the completion of the internship, the employer is obliged to employ at least 30 % of the total number of interns engaged and keep them employed over the next 6 months. 13 Roma applied for this programme in 2013 and two contracts were concluded.

In addition to the active employment measures, as part of their regular operation, employment centres provide unemployed Roma with other services, such as mediation in employment, work club services (information, counselling, various trainings) etc. The goals of the work club activities at employment centres are fostering initiative and developing the capacities of persons who seek employment so that they may present themselves successfully on the labour market and actively seek a job and employment. Employment centres maintain regular cooperation with employers in order to keep them informed about the developments in the labour market and the legislation and about the opportunities, conditions, advantages and benefits of recruiting unemployed persons. Employers have also been offered services such as assistance in organizing training, retraining or education of unemployed persons for the needs of employers, providing qualified workforce, mediation in employment etc. The Agency has assigned officers for cooperation with the Roma Information Centres at Employment Centres in towns where Roma Information Centres have been established.

Article 5

Please refer to the previous Reports.

Article 6, Paragraph 1

The Ministry of Education and Science of the Republic of Macedonia, i.e. the Directorate for Development and Improvement of Education in the Languages of the Communities, produced a Handbook on Prevention of and Protection against Discrimination in the Educational System in the Republic of Macedonia in 2010. The general goal of the Handbook is to improve and strengthen the cooperation and coordination among all relevant institutions and individuals involved in the education system for the purpose of ensuring equal conditions and opportunities for quality education of all students regardless of their religion, ethnic origin or any other status.

The Multiethnic Education Project was carried out successfully with a donation of EURO 340,000 from the Government of the Kingdom of Norway (2012/2013). The project included activities in line with the Integrated Education Strategy. The following activities were undertaken:

- Multicultural Summer Camp. The goal of the camp was to encourage students, through educational and social activities, to interact and communicate with each other, which would later lead to mutual trust, unity and eliminating prejudices and stereotypes;

- Multicultural Bus: Four excursions were made and covered 16 municipalities, 32 schools, 160 children and 16 teachers. The goal of the multicultural bus was for children of different ethnic communities to get to know each other better and learn more about each other by travelling together and visiting different places in the country, where they will also learn about the places and their history and culture;

- In order to better integrate students from secondary vocational schools, activities were undertaken for organizing extracurricular classes, covering ten pilot secondary vocational schools. The goal was for pupils and teachers to cooperate with each other and prepare a joint programme that will be implemented together with pupils who receive instruction in a different language. This activity was undertaken in cooperation with the Centre for Vocational Education and Training;

- The “You and I Are the Same” Art Colony: Activity that covered 10 municipalities and 40 schools with over 4,000 pupils from 5th to 8th grade. The children did paintings on the topic “You and I Are the Same” and the best 100 works were awarded and exhibited at the concluding event.

The Ministry of Education, in cooperation with the Education Development Bureau, also provided training for strengthening the capacities of two target groups and improving the knowledge and skills of teachers and managerial staff, and training of directors, managerial staff and parent-teacher councils at primary and secondary schools in management in a multicultural setting. Training was also organized on pedagogic methods for teachers teaching the optional subject Bosniak, Vlach and Roma Languages and Cultures. The project included activities that contributed to improving the promotion of integrated education activities.

In addition, the EU twinning project “Supporting Integration of Ethnic Communities in the Educational System” was carried out successfully by the Ministry of Education and the Directorate for Development and Improvement of Education in the Languages of the Communities. The project was financed by the European Union with EURO 1.085 million, provided under Component IV of the Instrument for Pre-Accession Assistance (IPA): Human Resources Development. The Ministry of Education and Science contributed 15 % of the project funds. It was carried out in cooperation between Macedonia, as the beneficiary country, and Austria, as a member state.

The project aimed to further improve the integration of ethnic communities in society. It facilitated the process of promoting equal access to education, equal opportunities through education and respect among groups of different ethnic or cultural origin. The indicators which were set by the project partners and which were successfully met were divided into two components of the project work plan:

1. Inclusion of intercultural aspects in the educational system: integration level assessment; updating the curricula; introducing innovative programmes;
2. Capacity building for supporting the integration of ethnic communities: principal and teacher training, training of parents of Roma pupils; Roma mediator training.

More than 40 workshops and trainings were organized over a period of 44 weeks from the end of September 2012 to the end of August 2013; over 100 persons attended the workshops, while almost 200 persons attended the trainings.

The Training Centre at the Ministry of the Interior prepared and is implementing the Continuous Antidiscrimination Training Programme and the Special Antidiscrimination Training Programme. The standard programmes were supplemented with contents about non-discrimination of persons belonging to minority communities. The said contents were incorporated in the basic trainings in policing duties, ethics and human rights, which are conducted continuously and regularly.

Article 7

Please refer to the previous Reports.

Article 8

The right to express one's religion or belief is safeguarded by Articles 9, 16 and 19 of the Constitution of the Republic of Macedonia. Religious rights and freedoms are also governed by the Law on the Legal Status of a Church, Religious Community and a Religious Group (Official Gazette of the Republic of Macedonia No. 113/07). Article 3 of the Law stipulates that everyone has the right to freedom of religion, thought and conscience, which includes the freedom to manifest one's religion or belief, either alone or in community with others, in public or private. Article 4 of the Law prohibits religious discrimination. Specifically, pursuant to Article 5 of the Law, a church, religious community and a religious group have the right to free internal organization with bodies of management, hierarchy and competence, to designate persons to represent and present them and to adopt their own bylaws. According to Article 6 of the Law, the state undertakes to respect the identities of churches, religious communities and religious groups, as well as other forms of religious association, and to establish with them relations of continual dialogue, developing as well forms of regular cooperation. According to Article 7 of the Law, a church, religious community and a religious group perform their activities in compliance with the applicable legislation of the Republic of Macedonia and international declarations and conventions concerning the freedom and manifestation of religion.

Within their competences and authorizations, state bodies create conditions for unimpeded performance of the activities by a church, religious community and a religious group. In the Republic of Macedonia, churches, religious communities and religious groups are registered according to their respective religion and the type of manifestation of religion.

According to Article 9 of the 2007 Law on the Legal Status of a Church, Religious Community and a Religious Group, a church, religious community and a religious group is entered in the Single Court Registry of Churches, Religious Communities and Religious Groups, thereby acquiring legal personality.

According to Article 22 of the Law on the Legal Status of a Church, Religious Community and a Religious Group, a church, religious community and a religious group have the right to establish religious schools of all degrees of education, except for primary education, for purposes of educating priests and religious attendants, and dormitories for accommodation of persons studying at those institutions.

The Law on the Legal Status of a Church, Religious Community and a Religious Group grants equal legal status to all churches, religious communities and religious groups and offers equal opportunities for registration, holding religious services, providing religious instruction, establishing religious schools and constructing religious buildings.

The Venice Commission gave two positive opinions on the said Law, the draft text and the consolidated text of the Law on the Legal Status of a Church, Religious Community and a Religious Group. Hence, the Assembly of the Republic of Macedonia adopted the Law in September 2007, which entered into force on 1 May 2008. This Law does not discriminate against the rights of religious organizations and prohibits the interference of the state in the rights of religious groups and their members.

The status of non-registered churches, religious communities and religious groups and the fact that they have not been registered is owed to the fact that they do not meet the formal and legal conditions for religious activity. A church, religious community or religious group acquire legal status by registering in the Single Court Registry of Churches, Religious Communities and Religious Groups, kept by the Skopje 2 First Instance Court in Skopje. To date, no religious organization named Serbian Orthodox Church has submitted an application for registering in the Single Court Registry of Churches, Religious Communities and Religious Groups, kept by the Skopje 2 First Instance Court in Skopje. The Macedonian Orthodox Church shows great understanding for and good will to the Serbian Christian orthodox minority in the Republic of Macedonia. Every year on the Serbian holiday of St. Vitus' Day (Vidovdan), a service, i.e. a liturgy, is held in the Serbian language in the Macedonian orthodox church of St. Michael the Archangel in Skopje. Under the Law on Holidays of the Republic of Macedonia (Official Gazette of the Republic of Macedonia No. 21/98 and 18/07), 27 January, St. Sava's Day, is a holiday for the citizens belonging to the Serbian community in the Republic of Macedonia. The celebration of the feast of St. Sava promotes the exercise of and respect for the religious rights and freedoms of the Serbian ethnic minority in the Republic of Macedonia.

Articles 9–11

Please refer to the previous Reports.

Articles 12 and 14

In accordance with the strategic priorities of the Ministry of Education and Science for raising the educational status of the Roma community and the National Education Action Plan, in 2013, the Directorate for Development and Improvement of Education in the Languages of the Communities undertook activities under the Action Plan for Increased Enrolment of Roma Pupils in

Primary and Secondary Education. The goal was raising the level of informing the Roma community in the Republic of Macedonia concerning the enrolment of children in primary and secondary education and providing assistance for acquiring the required documents and meeting the enrolment criteria.

The Action Plan includes three types of activities:

- Informative media campaign;
- Informative workshops;
- Field visits to Roma families.

The Ministry of Education and Science, more specifically the Directorate for Development and Improvement of Education in the Languages of the Communities, in cooperation with Roma media outlets, conducted an informative campaign aimed at informing the Roma population about their obligation to enrol their children in the first grade of primary school and continue their education to secondary school. In this context, the two Roma television stations broadcasting on the territory of the City of Skopje, TV BTR and TV Sutel, made room for informative shows that discussed the importance of education and clarified the conditions, criteria and documents required for enrolling Roma children of school age. They also discussed the obligation to continue the children's education to secondary school and informed about the legal sanctions imposed for not meeting such an obligation. As for the entire territory of the Republic of Macedonia, it was covered by the Bijandipe Roma Desk at the Macedonian national television.

Informative workshops: This activity covered a total of 16 municipalities in the Republic of Macedonia with a considerable percentage of Roma population. This activity involved Roma Information Centres and local Roma NGOs. Four informative workshops were organized in each municipality. The workshops discussed parents' obligations to enrol their children in the first year of primary education. These informative meetings also discussed the benefits and measures offered by the Ministry of Education and Science to Roma pupils, aiming to facilitate the educational process, such as scholarships, mentorship, tutorship, reduced secondary education enrolment criteria, free textbooks and transport and other measures. A total of 42 informative workshops were organized in 16 municipalities, covering 461 participants.

Table No. 1 Review of Workshops by Municipalities and Number of Participants

No.	Municipality	Organizers	Number of workshops held	Number of participants
1.	Suto Orizari	Roma Information Centre and NGOs Umbrella, Esma and Roma Resource Centre	3	57
2.	Karpos	NGO Lil	3	31
3.	Cair	Roma Information Centre and NGOs Sumnal and	3	41

		MIR		
4.	Gjorce Petrov	NGO Dendo Vas	2	25
5.	Gazi Baba	NGO Sumnal	2	21
6.	Kumanovo	Roma Information Centre and NGOs Daja, Drom, NRC and Kham	4	43
7.	Prilep	Roma Information Centre and NGOs Romano Pro Angle, Roma Tear and SOS Prilep	4	37
8.	Bitola	Roma Information Centre and NGO Bair Light	3	29
9.	Kocani	Roma Information Centre and NGOs Bright Future and Avena	3	31
10.	Stip	Roma Information Centre and NGO Roma Rights Association	3	24
11.	Vinica	Roma Information Centre and NGO Roma Rights Association	2	17
12.	Delcevo	Roma Information Centre and NGOs Khan and Ternipe MK	2	19
13.	Gostivar	Roma Information Centre and NGO Mesecina	2	21
14.	Tetovo	Roma Information Centre and NGO Sun	2	24
15.	Kicevo	NGO White Tower and the local branch of Mesecina	2	19
16.	Veles	NGO Jekipe	2	22
TOTAL			42	461

Field visits to Roma families: Following the informative workshops, Roma Information Centres, together with the local Roma NGOs, undertook fieldwork and informed the Roma population about the opportunity to enrol their children in primary and secondary education in September 2013. During the visits, they were also offered assistance in identifying free school places and obtaining the required documents for enrolment of Roma children in primary or secondary education. The tables below show the statistics gathered through this activity, which was undertaken in the field by Information Centres and the NGOs.

Table No. 2 Statistical data on enrolment in the first year of primary education gathered during field visits to Roma families

No.	Municipality	Implementing body(-ies)	Number of families visited	Number of children enrolled in first grade	Number of children not enrolled in first grade
1.	Kocani	Roma Information Centre and NGO Avena	46	36	10
2.	Kicevo	NGO White Tower	25	47	0

3.	Gjorce Petrov	NGO Dendo Vas	37	22	0
4.	Prilep	Roma Information Centre and NGOs Romano Pro Angle and Roma Tear	43	67	12
5.	Suto Orizari	Roma Information Centre and NGOs Roma Resource Centre, Umbrella and Esma	150	341	/
6.	Karpos	NGO Lil	No data provided		
7.	Kumanovo	Roma Information Centre and NGO Daja	70	52	/
8.	Bitola	Roma Information Centre and NGO Bair Light	73	59	14
9.	Stip	Roma Information Centre and NGO Roma Rights Association	60	24	2
10.	Vinica	Roma Information Centre	57	24	24
11.	Delcevo	Roma Information Centre and NGO Kham	7	7	0
12.	Gostivar	Roma Information Centre and NGO Mesecina	50	43	7
13.	Tetovo	Roma Information Centre and NGO Sun	34	15	/
14.	Veles	NGO Jekipe	65	40	25
15.	Cair/Topaana	NGO Sumnal	50	44	0
TOTAL			767	821	94

767 Roma families in 15 municipalities were visited under this activity. According to the data gathered in the field, a total of 821 Roma children were enrolled in first grade, whereas 94 children of school age did not enrol in first grade. The reasons for not enrolling these children include some of them not having been found at home, whereas there is also information that some children have left the country, i.e. their place of residence.

Table No. 3 Statistical data on enrolment in the first year of secondary education gathered during field visits to Roma families

No.	Municipality	Implementing body(-ies)	Number of families visited	Number of children enrolled in the first year of secondary education	Number of children not enrolled in the first year of secondary education
1.	Kocani	Roma Information Centre and NGO Avena	37	30	7
2.	Kicevo	NGO White Tower	30	20	10
3.	Gjorce Petrov	NGO Dendo Vas	16	15	1

4.	Prilep	Roma Information Centre and NGOs Romano Pro Angle and Roma Tear	46	33	13
5.	Suto Orizari	Roma Information Centre and NGOs Roma Resource Centre, Umbrella and Esma	No data provided		
6.	Karpos	NGO Lil	No data provided		
7.	Kumanovo	Roma Information Centre and NGO Daja	30	16	/
8.	Bitola	Roma Information Centre and NGO Bair Light	No data provided		
9.	Stip	Roma Information Centre and NGO Roma Rights Association	No data provided		
10.	Vinica	Roma Information Centre	No data provided		
11.	Delcevo	Roma Information Centre and NGO Kham	7	7	0
12.	Gostivar	Roma Information Centre and NGO Mesecina	45	31	14
13.	Tetovo	Roma Information Centre and NGO Sun	No data provided		
14.	Veles	NGO Jekipe	30	22	8
15.	Cair/Topaana	NGO Sumnal	44	44	0
TOTAL			285	218	50

285 Roma families in 15 municipalities were visited under this activity.

Since 2009, the Ministry of Education and Science, through the Directorate for Development and Improvement of Education in the Languages of the Communities, has been carrying out the project for scholarships, mentorship and tutorship of Roma secondary school pupils. The primary goal of the project is to increase, through positive interventions, the number of Roma pupils who pass their grade levels and improve their GPAs at all public and private secondary schools in the Republic of Macedonia. This project covers scholarship holders from about 84 schools and 28 municipalities across the Republic of Macedonia. As a result of this systemic solution, the Ministry of Education and Science grants about 600 new scholarships each year. The scholarships are divided into two categories.

The first category is for the pupils with a GPA of 3.50 to 5.00 achieved in the previous school year. The duration of this scholarship is nine months, while the monthly allowance granted per pupil is MKD 2,200.

The second category is for the pupils with a GPA of 3.00 to 3.49 achieved in the previous school year. The duration of this scholarship is nine months, while the monthly allowance granted per pupil is MKD 1,500.

Table No. 4 Data on the number of secondary school scholarship holders, the number of scholarship holders who passed the grade level and the number of mentors engaged in the last five school years

School year	Number of scholarships granted	Number of scholarship holders who passed their grade level	Number of mentors engaged
2009/10	444	435 (98.4 %)	161
2010/11	611	597 (97.8 %)	160
2011/12	591	586 (99.15 %)	132
2012/13	593	591 (99.66 %)	106
2013/14	626		120

The contribution of the Ministry of Education and Science to the project budget is shown in the following table.

Table No. 5. Data on the funds that the Ministry of Education and Science has contributed to the scholarship budget for Roma secondary school pupils in the past years

BUDGET FUNDS			
No.	Budget year	Amount	Link/Source
1.	2010	MKD 5,500,000	http://www.finance.gov.mk/view/budget2010
2.	2011	MKD 6,518,000	http://www.finance.gov.mk/view/budget2011
3.	2012	MKD 6,720,000	http://www.finance.gov.mk/view/budget2012
4.	2013	MKD 9,345,000	http://www.finance.gov.mk/view/budget2013

The projections for the year 2014 are equal to the contribution in 2013, i.e. MKD 9,345,000.

In accordance with the National Roma Strategy and the Education Action Plan, starting from the 2009/2010 school year, the Public Secondary School Enrolment Competitions envisage that Roma pupils may enrol in a given public secondary school if they have up to 10 % less than the points prescribed under the Competition for the respective syllabuses and curricula and if they meet the additional criteria under the knowledge and skill examination at the respective school.

Table No. 6. Data on the number of Roma children enrolled in secondary education in the last eight school years

No.	School year	Male	Female	Total number of Roma pupils
1.	2005/06	654	586	1,240
2.	2006/07	678	526	1,204
3.	2007/08	831	641	1,472
4.	2008/09			
5.	2009/10	1054	900	1,954
6.	2010/11	918	780	1,698
7.	2011/12	974	749	1,723
8.	2012/13	1056	860	1,916

Quotas for Enrolment of Roma Pupils in Higher Education Institutions. This practice has been followed for years as an affirmative action for facilitated access to higher education institutions by Roma pupils.

In the 2010/2011 school year, experimental instruction in the Bosniak language was introduced in two primary schools. In addition, minority languages were introduced as optional subjects in higher education. In the 2012/13 academic year, Roma Language and Culture was introduced for the first time as an optional subject at the Faculty of Philology in Skopje. In the 2013/2014 academic year, the Vlach language was also introduced as an optional subject, entitled Vlach Language and Culture, at the Faculty of Philology in Skopje.

Article 15

Local authorities have a legal obligation to establish a Commission for relations with the communities in municipalities where at least 20 % of the population belong to a certain community. The Commission must be composed of an equal number of representatives of each community in the municipality. It is mandated with considering issues concerning the relations among the communities living in the municipality and producing opinions and proposals for their resolution. Following the amendments to the Law on Territorial Organization of the Local Self-Government and the reduction of the number of municipalities from 84 to 80 (effective as of the local elections held in March 2013), according to statistical data, there are 29 municipalities¹ having persons belonging to communities that constitute over 20 % of the population of the Republic of Macedonia. According to the latest data, all 22 municipalities which have persons belonging to communities that constitute over 20 % of the population of the municipality have established Commissions for Relations among the Communities, in compliance with Article 50 of the Law on Local Self-Government. On average, the Commissions are composed of 5 members. The Commission for Relations among the Communities in the largest municipality in the state, the Municipality of Kumanovo, has the largest number of members -12. On average, the Commissions hold three sessions and submit one initiative per year to the respective Municipal Councils. Based on the experiences thus far, it has been concluded that the Commissions for Relations among the Communities do not operate at full capacity owing to outstanding issues related to the election of members, administrative support and the operating budget.

In order to remedy the shortcomings identified since 2010, with support from the OSCE and the UK Embassy and in cooperation with the Association of Units of Local Self-Government, a series of trainings was organized, covering all municipalities and stakeholders concerned. The trainings were organized under programmes for capacity building for mayors, councillors and the municipal administration, as well as under programmes for capacity building for representatives of Commissions for Relations among the Communities, etc.

Articles 16–18

Please refer to the previous Reports.

PART IV

Invites all member states, if necessary, to address specific issues that might arise from specific national circumstances

There are no additional comments related to the specific national circumstances.

¹ 40.14 % of the total population of the country lives in these 29 municipalities (36.25 % of the total municipalities in the Republic of Macedonia).