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CONSULTATIVE COUNCIL OF EUROPEAN PROSECUTORS
CONSEIL CONSULTATIF DES PROCUREURS EUROPEENS
(CCPE)

Compilation of responses to the questionnaire

for the preparation of the CCPE Opinion No. 21 (2026)
on providing efficient support and safeguards
for prosecutors in order to enable an effective prosecution service

Compilation des réponses au questionnaire

en vue de la préparation de l'Avis No. 21 (2026) du CCPE
sur le soutien et les garanties efficaces à apporter
aux procureurs afin de permettre un ministère public efficace

Prepared by the CCPE Secretariat

Préparée par le Secrétariat du CCPE

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Armenia/Arménie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   The Law on Prosecutor's Office (hereafter - the Law) provides for the security and personal protection measures for the prosecutors. Especially, prosecutor has the right to possess and carry weapons and special personal protection means.
   A prosecutor and his/her family members are under the special protection of the State. In the event of a threat of unlawful interference with the inviolability of the prosecutor, his/her family members, or the residential and official premises occupied by him/her, the competent state authorities shall, upon the request of the prosecutor, immediately take all necessary measures to ensure the security of the prosecutor, his/her family members, and the residential and official premises occupied by him/her.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   Please, refer to the answer to the Question 1.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?
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4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?
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II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

   Yes, the well-being of prosecutors in Armenia is recognised as an important factor for the quality and efficiency of their work, primarily through legislative guarantees related to their status, independence, remuneration, and security. These aspects are regulated at both legislative and institutional levels. The Prosecutor General's Office plays the primary role in ensuring appropriate working conditions.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?
   Although there is no standalone comprehensive policy, strategy, or action plan in the Republic of Armenia specifically dedicated to the professional well-being of prosecutors, however, a number of measures indirectly contribute to supporting prosecutors in managing their professional well-being. These include legislative guarantees concerning the status and independence of prosecutors, provisions related to remuneration and social guarantees, as well as security and protection measures. In addition, institutional practices such as professional training, capacity-building programs, etc. also play a role in supporting prosecutors in the performance of their duties.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?
   In the Republic of Armenia, prosecutors receive training and guidance primarily within the framework of general professional development rather than through specific programmes dedicated exclusively to professional well-being.
   Training activities are organized through the Academy of Justice and the Prosecutor's Office and include components related to well-being, such as professional ethics, communication skills, and handling complex or sensitive cases. Besides, a commission was established by order of Prosecutor General, dated 10, April 2019 to provide advice to prosecutors on ethics issues.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?
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III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?
   In the Republic of Armenia, the remuneration and socio-economic guarantees of prosecutors are regulated by law and are generally aligned with their status and responsibilities within the justice system. In this regard, their remuneration is broadly comparable to that of the judges.
   Compared to the civil service, prosecutors benefit from more favourable remuneration and additional guarantees.
   Taking into account the socio-economic conditions in the country, the current levels of remuneration may be considered generally adequate.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?
    In the Republic of Armenia, the prosecutorial profession is respected and holds an important position within the justice system. It continues to attract qualified legal professionals.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for

the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

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IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

    The distribution of responsibilities within the prosecution service is regulated by law and internal acts, ensuring a clear and hierarchical structure, including at the level of territorial and specialized subdivisions. Prosecutors in managerial positions are entrusted with the necessary authority to organize work, allocate cases, and supervise subordinate prosecutors.

    Case management issues are regulated by the order of the Prosecutor General adopted in 2017 concerning the order of the allocation of work responsibilities among prosecutors within the system of the Prosecutor's Office of the Republic of Armenia.

    The order stipulates that when distributing work duties, consideration must be given to the specialization of the prosecutors based on crime types and/or areas of expertise, as well as their workload.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

    Please refer to the response to Question 12.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

    Yes, prosecutors are subject to ethical and professional standards aimed at ensuring their impartiality, independence, and objectivity. These standards are established by the Law on the Prosecutor’s Office and the order of the Prosecutor General. According to Law prosecutors are required to act in a politically neutral manner, and restrictions are placed on their engagement in political activities to safeguard their independence and impartiality. A prosecutor may not be a member of any party or otherwise engage in political activity. A prosecutor shall, under all circumstances, be obliged to demonstrate political restraint and neutrality.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

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[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?
There are some regulations on interactions between prosecutors and the media in the Law and the order of the Prosecutor General on the Requirements arising from the rules of conduct of a prosecutor, ensuring respect for confidentiality, the presumption of innocence, and the proper administration of justice. Prosecutors are required to exercise caution in their public communications, including on social media.
The Prosecutor's Office has a designated unit - Division of Public Relations, responsible for providing official information and maintaining relations with the media. Besides, the Adviser of the Prosecutor General is responsible for the coordination of this field.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?
Ordinary prosecutors are authorized to answer questions while adhering to the rules principles established by law and regulations.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?
Please refer to the response to Question 16.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?
Training courses have been conducted for all prosecutors of the Prosecutor's Office of the Republic of Armenia with the aim of enhancing their communication skills with the media.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?
Document management is conducted by the "MulberryGroupware" electronic document management system, which provides digitalization of internal operations and cross-departmental document flow for organizations. The software provides complete management of electronic documents and tasks and allows to eliminate heavy paper flows within the organization.
Currently, works are being conducted towards the full implementation of the electronic system of pre-trial criminal proceedings ("e-criminal case"). As of now, the system can be used to register reports, create protocols for initiating criminal proceedings, not initiating criminal proceedings and creating protocols for a several investigative actions.
In addition, the necessary infrastructures for uploading video recordings of investigative actions and setting up the electronic management system have been acquired, in particular, server farms, the management of which has been handed over to the General

Prosecutor's Office, and now the results of investigative actions can be stored in the corresponding server farm.
However, these mechanisms are of a complementary nature, as the paper-based approach is still preserved.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).
Digitalisation enables faster document circulation and expands accessibility.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?
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VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

The mandatory training courses held every two years at the Academy of Justice include both general and related professional as well as special professional courses. General/related courses include inter alia courses on international cooperation, media law and communication skills courses, while special professional courses already include more narrowly specialized courses on specific types of crimes or problematic areas.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?
The curriculum is regularly updated to reflect contemporary challenges and emerging trends.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Austria/Autriche

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   Responsibility for general measures regarding the safety of public prosecutors lies with their oversight administrative authorities, namely the Federal Ministry of Justice and the public prosecutor's offices at the courts of appeal (2nd Instance). The police are responsible for immediate threat response.

   Responsibility for security in (publicly accessible) government buildings lies either with the president of the relevant court or — in the case of buildings separate from the court — with the public prosecutor's office, which may delegate the implementation of access controls to private security firms.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   There are access controls to office buildings, as well as panic buttons in individual offices. In cases of urgent need, police protection is provided to individual prosecutors (and their families).

   Prosecutors have the option of requesting a restriction on the disclosure of information from the public registry so that their private address cannot be obtained by private individuals.

   The employer also provides legal support in media-related cases.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   The restriction on the release of information mentioned in point 2 is automatically imposed by the employer at certain agencies.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

   Current issues include the naming of prosecutors in media reports and the resulting personal attacks on social media. Additionally, there is the issue of third parties having virtually unrestricted access to court offices and the lack of security in the courtrooms themselves.

As a countermeasure, so-called “litigant restricted zones” have been established within court buildings, with restricted access for non-court personnel.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

   In general, the health of prosecutors is recognized as a vital asset.

   This is reflected, for example, in (organizational and financial) support for prosecutors, such as psychological assistance (supervision) or occupational health services (including spa stays offered by social insurance providers).

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

   See 5.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   Such courses and seminars are regularly (and depending on available financial resources) part of the general continuing education program, from which prosecutors are largely free to choose.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   Concerns in this regard currently center primarily on increasing work pressure and the negative impact on health resulting from a rise in screen-based work in the due to advancing digitalization.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

   The salary structure for judges and prosecutors is roughly the same. Compared to attorneys, prosecutors’ salaries are actually higher than the average attorney’s salary, but they do not come close to the salaries that high-earning attorneys or notaries can achieve.

However, the income of prosecutors is significantly higher than that of other employees with academic degrees in other public institutions.
Despite significant differences in the cost of living, the place of residence or work is not taken into account in determining compensation.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

See 9.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[2]

The significant increase in the complexity of both cases and the legal framework is leading to a steady rise in the workload. The countermeasures taken — primarily in the area of digitalization — cannot offset this increase. Additional staff would be particularly necessary to address this. However, for budgetary reasons, no significant improvement is expected in this area in the near future.

A discussion on legislative changes to expedite proceedings has been initiated by the Federal Ministry of Justice (e.g., by expanding the scope for diversionary dispositions or by introducing the possibility of plea agreements).

Regarding compensation, it should be noted that any salary increases or adjustments rarely keep pace with inflation. Due to the justification of the need for a social pay scale, prosecutors, as "high earners," regularly do not benefit from salary increases or adjustments granted to other professional groups.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The various tasks are allocated through a clear distribution of cases, which is intended to ensure as even a workload as possible. This distribution is drawn up by the respective head of the public prosecutor's office and brought to the attention of the higher-level public prosecutor's office (2nd instance, Public Prosecutor's Offices at the Courts of Appeal). If necessary, the competent higher-level public prosecutor's office may order a change to the distribution of cases. The case allocations of the higher public prosecutor's offices and

[2] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

the General Prosecutor's Office are brought to the attention of the Ministry of Justice. These powers and procedures are regulated by law (Public Prosecutor's Office Act).

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

See generally 12./. Short-term fluctuations in caseload can be addressed on a case-by-case basis, for example by reassigning cases or assigning a prosecutor exclusively to handle a larger case.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Prosecutors are subject to administrative and professional oversight, as well as disciplinary and professional regulations that also ensure compliance with ethical and quality standards. According to these principles, engaging in party politics undermines the credibility of the profession and creates the appearance of undue influence and conflicts of interest.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The biggest challenge to the efficient management of public prosecutors' offices at present is the tight staffing and budgetary situation.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

In each public prosecutor's office, media relations are generally entrusted exclusively to specific, specially trained prosecutors who serve as media spokespersons for the entire office. In some cases, they are assisted by external media experts who are not prosecutors. The scope of information provided to the media is regulated by law (Section 35b of the Public Prosecutor's Office Act) and by a media directive issued by the Federal Ministry of Justice.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

See 17.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The guidelines for this conduct are based on the general principle that a public prosecutor must conduct himself or herself in public in an irreproachable and impeccable manner, that is, in a way that is consistent with the dignity and reputation of the profession. This applies in particular when the prosecutor is recognizable as such or is acting explicitly in that capacity.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

In light of disciplinary and professional ethics, particularly given the confidentiality obligations incumbent upon them, prosecutors are often unable to respond appropriately to attacks on social media.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

For the most part, the work of the public prosecutor's offices has already been digitised. This year, the General Procurator's Office will be the last public prosecutor's office to gradually digitise its case management. This process aims to completely replace work with paper files with digital files. Only older files will still be kept in paper form.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitalisation has, by its very nature, fundamentally transformed practical workflows (particularly with regard to the management of electronic case files). However, this transition has only had a minor impact on procedural law. In addition to electronic case files, prosecutors also have access to electronic databases, which have partially replaced the use of printed materials in daily practice. The use of AI is currently limited primarily to the automatic anonymization of court decisions.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The use of new technologies requires widespread access to high-quality technical equipment. As the use of computer screens becomes more widespread, the associated health risks should not be overlooked.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Some of these topics are already covered in the training program for judges and prosecutors. In addition, there is a wide range of continuing education courses available on these topics.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Generally speaking, yes, especially since the training sessions are rated by the participants and are therefore continuously evaluated.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

One particular problem is that prosecutors are not always able to take advantage of continuing education opportunities due to their heavy workload. Furthermore, given the tight budgetary situation, there is already cause for concern that continuing education offerings may be scaled back; further cuts in this area are also a concern.

Azerbaijan/Azerbaïdjan

I. Ensuring protection and security of prosecutors

The provision of state protection to prosecutor's office employees or their close relatives is regulated by the Law of the Republic of Azerbaijan "On State Protection of Employees of Courts and Law Enforcement Bodies" and Article 121 of the Rules of Procedure of the Prosecutor General's Office.

According to paragraph 121.4 of those Rules, in case of a threat to the life and health, housing, or property of prosecutorial employees (prosecutors, investigators, and prosecutorial operatives) or their close relatives in connection with the performance of their official duties, security measures may be applied upon their application or the appeal of the prosecutorial body in which they serve, as well as on the basis of operational information or other information received from security bodies about the existing threat.

The implementation of measures to be taken in this direction is ensured by the Organizational and Executive Control Department of the Prosecutor General's Office of the Republic of Azerbaijan together with the relevant agencies that oversee the implementation of laws in investigative and operational search activities.

II. Supporting the well-being of prosecutors

Ensuring a high level of well-being for prosecutorial staff working in prosecutorial bodies is always in the focus. In order to organize regular medical examinations for employees, as well as to promote a healthy lifestyle and make effective use of their free time, extensive conditions have been created for them to subscribe to gyms at discounted rates.

Also, issues such as managing the financial burden and covering expenses for a number of activities, such as sending prosecutors to training courses and organizing internal courses within the framework of international cooperation, are being resolved.

Likewise, participation in concert programs, musical theater performances, and holiday celebrations is ensured to enhance and educate employees' worldview. During periods and on significant days, steps are taken to encourage prosecutors' employees, and events such as awards, valuable gifts, and promotion are regularly organized, and necessary guarantees are provided during the organization of these events. In addition, broad conditions are created and supported for the participation of prosecutor's office employees in sports competitions, tournaments, and general marathons held between state agencies.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

Taking into account the difference in living costs between the capital and the regions, mechanisms such as business trips and apartment rent are being implemented.

In addition, in order to improve the living conditions of employees in the regions, work is being carried out regularly to create modern living conditions by allocating and renovating service apartments. On the other hand, adapting working conditions to current requirements is

reflected as one of the priority issues. In this direction, in recent years, new administrative buildings equipped with modern technological and household equipment, as well as information systems, have been constructed for prosecutorial bodies in the capital and regions and put into use by employees.

Work is ongoing on new projects to improve the working and housing conditions of prosecutors' office employees.

IV. Ensuring efficient management of prosecution services

According to the Article 133 of the Constitution of the Republic of Azerbaijan, the Prosecutor's Office serves as a single centralised body based on the subordination of territorial and specialised prosecutors to the General Prosecutor of the Republic of Azerbaijan. Prosecutor General of the Republic of Azerbaijan is appointed to and removed from holding position by the President of the Republic of Azerbaijan with the agreement of Milli Majlis. Deputies of Prosecutor General of the Republic of Azerbaijan, heads of the specialized republican Prosecutor's Offices are appointed to and removed from the position by the President of the Azerbaijan Republic on the representation of the Prosecutor General of the Republic of Azerbaijan. Territorial and specialized Prosecutors are appointed to the position by the Prosecutor General of the Republic of Azerbaijan with the agreement of the President of the Republic of Azerbaijan.

During the years of independence normative acts constituting the legal framework for the activity of prosecution authorities, including the laws "On Prosecution Office", "On service in the prosecution authorities", "On the official emblem of the prosecution office", "On the official identification card of the prosecutors" were adopted at the initiative of the head of state.

The norms of behavior of prosecutors is regulated by the "Code of Ethical Conduct for Prosecutors". This code defines the principles that prosecutors must adhere to during and outside of their professional activities, including when speaking to the media.

In addition, the Law of the Republic of Azerbaijan "On the Prosecutor's Office", the Law "On the Rules of Ethical Conduct of Civil Servants", as well as general legislative acts (for example, norms on the protection of information, state secrets and personal data) also play the role of a legal basis in this area.

V. Regulating relations between prosecutors and the media including social media

The Press Service of the Prosecutor General's Office (authorized department) was established by the relevant order of the Prosecutor General of the Republic of Azerbaijan as an independent structural unit in accordance with the requirements of Article 10.2 of the Law of the Republic of Azerbaijan "On Access to Information".There is a responsible official for information issues, the head of the Press Service, the senior prosecutor and prosecutors of the Service.

The Service performs the function of ensuring transparency, relations with the media, non-governmental organizations, and the public, including informing the public about the activities of the prosecutor's office. It ensures the acquisition, preparation, and dissemination of information on legality, protection of the rule of law, the state of crime, and work done in the areas of activity of the prosecutor's office for the unhindered exercise of freedom of information, interacts with the media, regularly informs them, upon request or on its own initiative, about the activities of the prosecutor's offices that require disclosure, coordinates issues of using media resources during the investigation of criminal cases, provides practical assistance to

subordinate prosecutors' offices in order to develop relations with the media and increase the efficiency of work in this direction, ensures the opening of new social media accounts of the Prosecutor General's Office in order to ensure the rapid and efficient delivery of information to the public. The service also exchanges experience with foreign prosecutorial bodies and international organizations on issues related to the Service's activities and participates in international conferences, forums and other events.

Changes and innovations in the activities of prosecutorial bodies, as well as information on issues of interest to the public, are prepared and transmitted to the media by prosecutors of the Press Service. When providing information to the press, the requirements of the norms of the Constitution of the Republic of Azerbaijan guaranteeing the inviolability of everyone's life, the right to protection of personal or family secrets, honor or dignity, as well as the requirements of regulatory legal acts prohibiting the disclosure of information about minors without their consent or that of their legal representative, are guided. Official information on behalf of the Prosecutor General's Office is made public only with the consent of the Prosecutor General.

Compliance with the rules of conduct of prosecutor's office employees in the media, including social media, is regulated by the "Code of Ethical Conduct of Prosecutor's Office Employees of the Republic of Azerbaijan". The Code applies to all prosecutor's office employees and the Code reflects issues of conduct in social media.

Thus, when using personal social media accounts, a prosecutor's office employee should take into account the responsibilities and obligations they have as an employee of the prosecutor's office and the potential dangers of social media, and for this purpose, they should avoid actions that damage the prosecutor's office's reputation in society. It is prohibited for a prosecutor's office employee to use government email addresses to create personal social media accounts or for personal communications.

VI. Providing modern technologies for prosecutors

Within the framework of large-scale reforms carried out in the prosecutor's offices, and as a result of the operation of the "Electronic Prosecution Information System" (EPIS), which was approved by the Decree of the President of the Republic of Azerbaijan dated March 3, 2022 and unites all areas of activity of the prosecutor's office on a single electronic platform, the implementation of service software in the form of a single electronic information system has raised the work of the prosecutor's office to a completely new level in terms of flexibility, quality, and convenience.

Also, work has begun on an artificial intelligence model that will automatically correct grammatical, including syntax and morphological errors, in documents entered into EPIS. The first stage envisages the operation of contact centers, the preparation of procedural documents, and the creation of artificial intelligence technologies for dealing with citizen appeals. In the future, it is also planned to create an artificial intelligence model that will be able to study the materials of unsolved criminal cases and provide guidance on the investigative actions to be taken to solve those cases.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

During the mandatory training courses for candidates who have successfully passed the competition held by the Scientific-Educational Center for the first time to be admitted to the

prosecutorial bodies of the Republic of Azerbaijan, as well as preparatory courses for employees who have been admitted to the prosecutorial bodies for the first time and have completed internships, the listeners are taught topics related to the normative foundations of prosecutorial activity and the rules for organizing work, as well as the material and procedural foundations of prosecutorial activity as general topics.

In addition, the Scientific-Educational Center regularly holds training courses covering substantive law issues, organizational issues, as well as international cooperation, public relations, and technological development.

Belgium/Belgique

I. Garantir la protection et la sécurité des procureurs

26. La protection et la sécurité des procureurs et, si nécessaire, de leurs familles, sont-elles réglementées dans votre pays ? Si oui, quelle(s) autorité(s) est (sont) responsable(s) de ce type de décisions spécifiques, à quel niveau (législation, réglementation, instructions, mesures pratiques, etc.) ? Sont-elles suffisantes ? Veuillez décrire brièvement.

Des mesures de protection sont reprises dans une circulaire commune confidentielle du ministre de la Justice, du ministre de l'Intérieur et du Collège des procureurs généraux relative à la protection des personnalités menacées, des fonctionnaires publics et des personnes privées. L'évaluation de la nécessité de prendre des mesures de protection et la détermination du niveau de protection relèvent de la compétence du centre national de crise, toujours en concertation avec les partenaires concernés. Il existe des mesures de protection ordinaires et des mesures de protection particulières. En ce qui concerne ces dernières et les mesures d'aide financière, la Commission de protection est compétente.

Ladite circulaire précise également qu'en dehors des mesures de protection, des mesures complémentaires éventuelles peuvent être recommandées. Celles-ci sont prises en charge et financées par la personne menacée ou par son employeur. En exécution de la circulaire susmentionnée et compte tenu de la qualité du SPF Justice en tant qu'employeur à l'égard de l'ensemble de ses collaborateurs, une circulaire relative à ces mesures complémentaires est actuellement en cours d'élaboration.
Enfin, des travaux sont également en cours concernant la protection de l'identité des magistrats au cours de la procédure, dans le cadre d'un avant-projet de loi.

27. Veuillez fournir des exemples de mesures pratiques actuellement disponibles pour assurer la protection et la sécurité des procureurs. Ces mesures favorisent-elles également le droit à la vie privée et la sécurité numérique des procureurs ?

Les mesures de protection font partie de la circulaire confidentielle et ne peuvent dès lors pas être communiquées. Outre les mesures de protection reprises dans la circulaire, la sécurité des magistrats fait également l'objet d'une réflexion dans le cadre de la politique immobilière.

Ainsi, les bâtiments judiciaires sont équipés d'un portique de sécurité et les bureaux des magistrats se situent dans une zone sécurisée, accessible uniquement par badge et donc non accessible au grand public. Enfin, dans le cadre de la signature électronique, il a été veillé à ce que le registre national ne soit pas mentionné.

28. Existe-t-il des processus de formation ou d'intégration spécifiques au sein de vos ministères publics, conçus pour promouvoir la sûreté et la sécurité des procureurs ?

La circulaire commune susmentionnée a été diffusée auprès des magistrats, ce qui leur permet d'être informés de la procédure à suivre en cas de menace. Des magistrats de référence ont

également été désignés pour assister les chefs de corps. Enfin, les questions relatives à l'interprétation et à l'application de la circulaire peuvent être adressées au gestionnaire de portefeuille

29. Veuillez souligner toute préoccupation ou tout problème existant lié aux mesures disponibles pour assurer la protection et la sécurité des procureurs. Les autorités compétentes (par exemple, les organes exécutifs, les services de sécurité et les forces de l'ordre) fournissent-elles des conseils suffisants sur ces mesures ? Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

Une évaluation de la circulaire susmentionnée est prévue, permettant d'y apporter des ajustements si nécessaire. Si des problèmes surviennent dans un dossier spécifique, ceux-ci sont discutés avec le centre national de crise, qui est chargé de la gestion et de la coordination des mesures de protection à prendre.

II. <u>Soutenir le bien-être des procureurs</u>

30. Le bien-être des procureurs est-il reconnu comme un élément important pour la qualité et l'efficacité de leur travail et comme un facteur contribuant à l'efficacité de la justice dans votre pays ? Si oui, comment cela se fait-il et à quel niveau ? Existe-t-il une autorité responsable de cette question dans votre pays ?

Oui, en Belgique, le bien-être des procureurs est reconnu comme crucial pour la qualité de leur travail et pour l'efficacité de la justice. Cette reconnaissance provient surtout de prises de position publiques dénonçant l'épuisement, le manque de moyens et de personnel.

Le sujet est pris en compte par plusieurs acteurs : Collège des procureurs généraux (pour certains aspects), Conseil supérieur de la Justice et SPF Justice, ainsi que via des mécanismes de soutien (soutien psychosocial via POBOS, réseau Lumen, le Service Interne de Prévention et de Protection au travail avec les personnes de confiance et les conseillers en prévention).

Il n'existe toutefois pas d'autorité unique dédiée au bien être des procureurs ; la responsabilité est répartie entre divers organes.

31. Quelles politiques (telles qu'une stratégie ou un plan d'action) et mesures existent pour aider les procureurs à gérer leur bien-être professionnel ? Ce sujet a-t-il fait l'objet d'une étude ?

Il n'existe pas de politique spécifique aux procureurs, mais ils bénéficient de dispositifs généraux applicables à tous les travailleurs du secteur public.

1) Plans et obligations en place :

   a. Plan national Bien-être au travail 2022-2027 (prévention du stress, burn out, risques psychosociaux, adaptation du travail).
   b. Plan global de prévention 2025-2029 avec des plans d'actions annuel.
   c. Obligations légales : analyse des risques, enquête sur le bien-être (wellbeing scan), plans de prévention, mesures contre la charge psychosociale.

2) Mesures internes au SPF Justice :

a. Soutien psychologique (POBOS) : jusqu'à 10 séances gratuites, réseau de thérapeutes, suivi spécialisé en cas de traumatismes liés au travail.
b. Rémunération de 8 séances dans le cadre du bien-être travail chez un psychologue reconnu par l'INAMI
c. Coaching via le réseau Lumen
d. Création d'un service bien-être au travail pour l'Ordre Judiciaire (prévention, réintégration, déconnexion, enquête et soutien psychosocial).

3) Études :

Il n'existe aucune étude spécifique sur le bien être des procureurs.
En définitive, il existe de nombreuses mesures transversales, mais rien d'exclusif aux procureurs ; leur bien-être est reconnu comme un enjeu structurel, non encore couvert par une stratégie dédiée.

32. Les procureurs bénéficient-ils d'une formation, de conseils ou d'orientations, notamment par le biais de mécanismes et de réseaux formels ou informels, sur la manière de relever les défis liés à leur bien-être professionnel ?

Nous n'avons pas connaissance de l'existence de formations spécifiques, ciblées exclusivement sur le bien-être des procureurs. Un trajet de formation pour dirigeants existe, il contient des éléments sur le bien-être au travail mais n'est pas réservé exclusivement aux magistrats.
Cependant, plusieurs mécanismes transversaux, applicables à tous les magistrats, existent et constituent indirectement des ressources pour les procureurs.

33. Veuillez indiquer toute préoccupation ou tout problème existant lié au bien-être des procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

Principales préoccupations

- **Sous-investissement chronique** dans la justice : manque de magistrats, d'experts et de personnel administratif, entraînant une surcharge structurelle.
- **Épuisement du corps judiciaire** : les procureurs décrivent une justice « épuisée » après des années de sous-financement.
- **Difficulté à attirer et retenir du personnel** : les carrières judiciaires manquent d'attractivité, aggravant la pénurie.
- **Charge émotionnelle importante** liée à des dossiers lourds et traumatisants.
- **Pression administrative croissante** due aux réformes et au système d'évaluation des magistrats, qui alourdit le quotidien.

Ce qui est fait actuellement

- **Soutien psychologique institutionnalisé** :

  Jusqu'à 10 séances gratuites pour les magistrats via un réseau de thérapeutes (collaboration SPF Justice – Pobos).

Jusqu'à 8 séances thérapeutiques remboursées via le SPF BOSA.

- **Plan national de bien-être au travail 2022-2027** :

  Inclut la prévention du stress, des risques psychosociaux et le soutien aux travailleurs du secteur public.

- **Plan global de prévention 2025-2029** avec des plans d'actions annuel.

  Il vise à renforcer durablement la sécurité, la santé et le bien-être au sein de la Justice grâce à des actions annuelles structurées portant sur les risques psychosociaux, la sécurité, l'ergonomie, la formation et le pilotage.

- **Service Interne de Prévention et Protection au travail**

  Accompagnement dans la gestion des risques psychosociaux, organisation du travail, sécurité et hygiène.

Ce qu'il faudrait encore faire

- **Renforcer les effectifs** : recrutement de magistrats, collaborateurs et experts pour réduire la surcharge.
- **Alléger la charge administrative** : simplifier les procédures et éviter de nouvelles obligations non essentielles.
- **Renforcer et pérenniser l'accompagnement psychologique** : prévention proactive, meilleure accessibilité du service et accéléré la prise en charge.
- **Améliorer l'attractivité des carrières judiciaires** : modernisation du parcours professionnel, reconnaissance accrue.

III. <u>Améliorer les conditions de travail des procureurs, y compris leur rémunération, gérer leur charge de travail et renforcer le respect de la profession de procureur</u>

34. La rémunération et les autres aspects socio-économiques liés au travail des procureurs sont-ils comparables à ceux d'autres groupes professionnels, par exemple, les juges et/ou les fonctionnaires ? Pensez-vous que leur niveau est suffisant, compte tenu des conditions socio-économiques de votre pays et des éventuelles disparités entre le coût de la vie dans la capitale et dans le reste du pays ?

Des mesures sont actuellement prises pour aligner ces conditions sur celles des fonctionnaires. Ainsi, à l'avenir, les procureurs bénéficieront eux aussi de chèques-repas et d'une indemnité de domicile, tout comme les fonctionnaires.

35. Pensez-vous que la profession de procureur est respectée dans votre pays et qu'elle attire les meilleurs professionnels du droit, par rapport à d'autres secteurs juridiques ?

D'après le dernier baromètre de la justice de 2024, la confiance dans la justice, dans son ensemble et pas uniquement dans le ministère public, a diminué. Il n'existe pas de données objectives spécifiques concernant la profession de procureur. Cependant, ces dernières années, davantage d'efforts ont été consacrés à des campagnes autour de la magistrature, ainsi qu'au développement d'une présence sur les réseaux sociaux visant à partager des informations.

En Belgique, le Conseil supérieur de la Justice est chargé de l'organisation des examens et de la présentation des candidats les plus aptes aux fonctions vacantes de la magistrature, afin de garantir un recrutement de qualité.

36. Veuillez indiquer les préoccupations ou les problèmes existants liés aux conditions de travail des procureurs, notamment la rémunération, la gestion de leur charge de travail et le renforcement du respect de la profession de procureur. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis?

Les principales préoccupations concernent le fait que le gouvernement procède actuellement à des réductions des pensions des procureurs, ce qui a également un impact important sur l'attractivité de la fonction, étant donné qu'il est déjà difficile de rivaliser avec le secteur privé en termes d'attrait du poste.

IV. <u>Assurer une gestion efficace des ministères publics</u>

37. Compte tenu de la taille et de la charge de travail du ministère public dans votre pays, existe-t-il une répartition claire et transparente des responsabilités entre les procureurs ayant un rôle de gestion au sein du ministère public (y compris ses subdivisions territoriales ou ses bureaux spécialisés) ? Sont-ils dotés d'une autorité et de pouvoirs suffisants pour agir de manière efficace et impartiale ? Quels sont les organes ou les autorités compétentes qui déterminent la répartition du travail au sein du ministère public dans votre pays ? Sur quelle base juridique cette autorité est-elle exercée ?

Oui, la Belgique dispose d'une répartition des tâches claire et transparente des responsabilités au sein du ministère public, organisée à plusieurs niveaux.
Le ministère public belge est structuré de manière hiérarchique et territoriale. Le Collège des procureurs généraux coordonne la politique pénale au niveau national et veille à la cohérence des directives entre les différents parquets. Le Collège est présidé à tour de rôle par l'un des cinq procureurs généraux. Outre le Collège des procureurs généraux, le Collège du ministère public joue également un rôle dans la coordination de la gestion au niveau national. Les procureurs généraux près les cours d'appel (Anvers, Bruxelles, Gand, Liège et Mons) dirigent les parquets généraux et exercent une surveillance sur les parquets de première instance au sein de leur ressort. Les procureurs du Roi dirigent les parquets de première instance au niveau des arrondissements judiciaires et sont responsables de la gestion quotidienne, de la politique du personnel et de la politique pénale locale. Les auditeurs du travail dirigent les auditorats du travail dans leur ressort. Le procureur fédéral est à la tête du parquet fédéral et opère au niveau national.

La répartition des responsabilités est ancrée dans plusieurs textes légaux. Le Code judiciaire définit les compétences et la hiérarchie au sein du ministère public. La loi du 4 mars 1997 régit la création du Collège des procureurs généraux. Les circulaires et directives du Collège précisent davantage le rôle de chaque niveau de gestion.[3]

Oui, les magistrats dirigeants au sein du ministère public belge disposent de larges compétences leur permettant d'agir de manière efficace et impartiale. Les procureurs généraux exercent une surveillance sur les parquets de leur ressort et peuvent émettre des directives afin de garantir une application uniforme de la politique pénale. Les procureurs du Roi disposent d'un large pouvoir discrétionnaire dans la priorisation des poursuites et l'attribution des dossiers au sein de leur parquet. Le parquet fédéral détient des compétences spécifiques et exclusives au niveau national, ce qui lui permet de traiter des affaires complexes de manière autonome.
La répartition du travail et la coordination des politiques s'effectuent par le biais du Collège des procureurs généraux, des procureurs généraux et des procureurs du Roi, soutenus par le Service d'appui. Un trajet est actuellement en cours visant à conférer au ministère public une plus grande autonomie de gestion. L'objectif est que les parquets obtiennent davantage d'indépendance sur leur personnel et leurs moyens. Dans la pratique, le manque d'autonomie complète engendre encore aujourd'hui des défis dans une gestion efficiente.

La répartition du travail au sein du ministère public belge est déterminée par différents organes à différents niveaux, chacun disposant de sa propre base juridique.
Le Collège des procureurs généraux coordonne la politique pénale nationale et détermine les priorités applicables à l'ensemble des parquets. La base juridique en la matière est la loi du 4 mars 1997 portant création du Collège des procureurs généraux, ainsi que l'article 143bis du Code judiciaire. La répartition spécifique des compétences entre les cinq procureurs généraux en matière de politique pénale est en outre réglée par l'arrêté royal du 9 décembre 2015.

Les procureurs généraux près les cinq cours d'appel organisent la répartition du travail au sein des parquets généraux et veillent à la cohérence de l'approche au sein de leur ressort. Leurs compétences sont ancrées dans les articles 143 à 151 du Code judiciaire. Les procureurs du Roi règlent la répartition interne du travail au sein de leur parquet, notamment par la désignation de sections spécialisées et l'attribution des dossiers aux magistrats individuels. Il en va de même pour les auditeurs du travail et le procureur fédéral au sein de leurs entités respectives. Eux aussi puisent leurs compétences dans le Code judiciaire.
Le Conseil des procureurs du Roi, le Conseil des auditeurs du travail, le Conseil des secrétaires en chef et les comités de direction des différentes entités jouent également un rôle dans la gestion. Ils assurent la coordination interne et la concertation au sein du ministère public.

Le Service d'appui du Collège des procureurs généraux et du ministère public joue un rôle de soutien, notamment en réalisant des analyses des pratiques existantes en matière d'entrée et de traitement des dossiers pénaux. Ces analyses sont renvoyées aux Conseils, afin que le Collège du ministère public puisse décider sur cette base d'une éventuelle harmonisation de la répartition du travail. La compétence du service d'appui est réglée par la loi du 18 février 2014 relative à l'introduction d'une gestion autonome pour l'organisation judiciaire.

38. Existe-t-il des mesures ou des actions visant à éviter des niveaux de responsabilité disproportionnés et à garantir une répartition équitable du travail entre les procureurs ayant un rôle de gestion au sein du ministère public ?

[3] https://www.om-mp.be/fr/colpg/college-procureurs-generaux-missions

La Belgique dispose d'un certain nombre de mécanismes visant à éviter une charge de travail disproportionnée et à promouvoir une répartition équilibrée des tâches au sein de la justice, bien que certains soient encore en cours de développement.
Une première catégorie concerne les mécanismes de redistribution temporaire du personnel. Ainsi, l'article 100, §2 du Code judiciaire prévoit la possibilité de détacher des magistrats — à temps plein ou partiellement — vers une autre juridiction ou un autre parquet que celui dans lequel ils sont nommés à titre principal. Cette désignation s'effectue en concertation entre les chefs de corps concernés, après audition du magistrat concerné, et est motivée par une ordonnance précisant tant la nécessité que les modalités concrètes.

Il existe par ailleurs le mécanisme des cadres flexibles, tel que prévu à l'article 186, §1/1 du Code judiciaire. Celui-ci permet, par arrêté royal et sur la base d'un avis conforme du Collège des cours et tribunaux ou du Collège du ministère public, de déroger temporairement aux cadres organiques. Cette dérogation est encadrée (en principe jusqu'à 20 %) et doit reposer sur la mesure de charge de travail la plus récente ainsi que sur des données relatives à l'entrée et à la sortie des dossiers. L'objectif est de réaliser un meilleur équilibre dans la répartition des ressources humaines disponibles, en fonction de l'évolution des charges de travail. Dans ce cadre, des arrêtés royaux ont déjà été pris, notamment pour les arrondissements judiciaires de Gand et d'Anvers.

Outre ces mécanismes de redistribution, la mesure de la charge de travail constitue un instrument structurel essentiel. La loi du 29 novembre 2001 a érigé la mesure de la charge de travail en obligation légale. Au sein du ministère public, des exercices continus de business process management (BPM) avaient déjà été menés en amont afin d'analyser et d'optimiser les processus de travail. Depuis le 1er janvier 2004, les parquets travaillent à la mise en place d'un système structuré de mesure de la charge de travail, dont les modalités d'exécution ont été fixées par arrêté royal. Ce système vise à cartographier objectivement la disponibilité et les besoins en personnel — magistrats et personnel administratif — sur la base d'une analyse détaillée des processus et activités, en utilisant les données issues des systèmes de gestion numérique.
Sur la base de cette mesure de charge de travail, le ministère public développe actuellement un modèle d'allocation. L'accord de gouvernement prévoit en effet le remplacement progressif du cadre légal classique par un tel modèle, qui doit permettre une répartition plus objective et dynamique des moyens entre tribunaux et parquets, adaptée à la charge de travail réelle.

Dans la pratique, d'importants défis subsistent néanmoins. Le Collège du ministère public a, dans son Livre blanc de mai 2024, mis en évidence le sous-financement persistant de la justice belge, qui se manifeste par des pénuries structurelles de personnel et des moyens de fonctionnement limités. Cette problématique risque d'être encore aggravée par des pressions budgétaires supplémentaires, notamment en raison de la hausse progressive annoncée des cotisations patronales pour les membres du personnel statutaire nouvellement recrutés. Alors que cette cotisation s'élève actuellement à 5,25 %, elle passera à 14,75 % à partir du 1er juin 2026, pour augmenter ensuite à 24,25 % en 2027, 34,75 % en 2028 et 43,25 % en 2029. Sans moyens supplémentaires, cette évolution implique une pression d'économies considérable, susceptible de limiter sérieusement le déploiement effectif du personnel et, partant, la réalisation concrète d'une répartition équilibrée des tâches.

39. Existe-t-il des normes ou des exigences éthiques et professionnelles pour les procureurs, y compris ceux qui ont un rôle de gestion au sein du ministère public,

afin de promouvoir leur impartialité et leur objectivité ? Dans ce contexte, leur participation à des activités politiques fait-elle l'objet de restrictions ?

Les règles déontologiques et les missions que les magistrats sont autorisés à accepter sont décrites dans le Code judiciaire, aux articles 305 à 309 quinquies.
Ces règles sont fixées par le Conseil supérieur de la justice, après avis du Conseil consultatif de la magistrature.

Interdiction du cumul politique: les magistrats du ministère public (magistrats du parquet, procureurs, procureurs de la République) constituent la « magistrature permanente ». Ils ne peuvent exercer de mandat politique, tel que siéger au parlement ou au conseil communal, car cela est incompatible avec leur mission de faire respecter la loi au nom de l'État.

40. Veuillez souligner toute préoccupation ou tout problème existant lié à la gestion efficace du ministère public. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

Pénurie de personnel
Le budget alloué au personnel est insuffisant pour pourvoir tous les postes nécessaires au respect intégral de nos cadres légaux, tant en ce qui concerne le personnel judiciaire que la magistrature. Il n'est pas non plus possible de recruter de manière continue. Les budgets de personnel sont calculés à intervalles réguliers et permettent de recruter de nouveaux collaborateurs. Il n'existe donc pas de flux constant permettant de remplacer immédiatement le personnel sortant. De plus, des règles restrictives empêchent de pallier les absences de longue durée de membres du personnel par des contrats temporaires.

Par ailleurs, dans le cadre de ses mesures d'économie, le gouvernement a fortement augmenté la cotisation patronale, c'est-à-dire la cotisation obligatoire que l'employeur doit verser à la sécurité sociale pour chaque nouveau membre du personnel statutaire, et ce jusqu'en 2029. Il s'agit d'une augmentation de 5,25 % à 43,25 % d'ici 2029. Cela contribue à réduire encore davantage les possibilités de recrutement dans le cadre des budgets alloués au personnel.

Numérisation
Le ministère public est confronté à plusieurs défis structurels qui compliquent une gestion efficace et durable. Un point de friction majeur est la numérisation laborieuse de la Justice, faute de stratégie cohérente : la Cour des comptes[4] a constaté l'absence d'une stratégie cohérente pour la numérisation de la Justice, trois services travaillant séparément sur des projets de numérisation sans répartition claire des rôles. À cela s'ajoute le recours massif à des consultants externes — estimés à environ 500 — en raison du manque de compétences internes adéquates, lesquels sont insuffisamment contrôlés, avec notamment le risque de double paiement pour les mêmes prestations.
Par ailleurs, la numérisation se trouve actuellement dans une phase de transition particulièrement contraignante. Les flux de travail papier ne sont pas encore entièrement remplacés, mais des outils numériques ont déjà été introduits — ce qui signifie dans la pratique que de nombreux processus fonctionnent en double. Ce type de flux de travail parallèles illustre comment la phase de transition ne constitue pas un inconvénient temporaire, mais une source structurelle de charge de travail supplémentaire. À cela s'ajoute le fait que trop de projets ont

[4] Pilotage de la transformation numérique de la Justice par l'État fédéral, Rapport de la Cour des comptes à la Chambre des représentants, Bruxelles, décembre 2024

été déployés de manière descendante, sans tests suffisants ni retour du terrain, de sorte que la numérisation est davantage source de stress et de frustration que l'outil d'aide attendu.

Qualité des données et RGPD
La numérisation croissante s'accompagne d'obligations grandissantes en matière de protection des données. Tant au niveau central qu'au niveau local, le respect du RGPD et de la loi belge sur la protection des données requiert des moyens humains et financiers supplémentaires — des obligations qui n'existaient pas il y a cinq ans et qui exercent une pression réelle et supplémentaire sur une organisation qui doit simultanément mener à bien sa transition numérique.[5]

Une charge de travail structurellement élevée
La pression sur les magistrats et le personnel du ministère public reste chroniquement élevée. La surcharge de travail structurelle se traduit notamment par un nombre moyen élevé d'heures supplémentaires par semaine, avec à terme des conséquences négatives sur la qualité du travail et la santé des collaborateurs. Cette pression est renforcée par les exigences de la transition numérique elle-même, qui nécessite, en sus du travail opérationnel, des formations, des adaptations et des saisies de données — comme mentionné ci-dessus au point « numérisation ».

La complexité linguistique belge
La Belgique se distingue par sa problématique linguistique particulière : le ministère public opère dans un cadre bilingue. Cela signifie que les outils numériques, les formations, les circulaires et certains rapports doivent être disponibles dans les deux langues nationales, ce qui alourdit les processus de développement et de communication interne, et peut ralentir le déploiement uniforme des réformes à l'échelle nationale.

Autonomie
La loi du 18 février 2014 relative à la gestion autonome prévoyait que le Collège du ministère public obtiendrait, via des contrats de gestion, une plus grande autonomie en matière de personnel, de budgets et d'ICT. Plus de dix ans plus tard, cette autonomie n'est toujours pas pleinement réalisée. Dans la pratique, le ministère public reste dépendant du Service public fédéral Justice pour les décisions de gestion cruciales. Cela limite évidemment l'opérationnalité et constitue un frein structurel à une gestion efficace.

V. Réglementer les relations entre les procureurs et les médias, y compris les médias sociaux

41. Comment les interactions et les relations entre les procureurs et les médias, y compris les médias sociaux, sont-elles réglementées au sein du ministère public dans votre pays ? Existe-t-il un service de communication/de presse spécialisé ou des attachés de presse à cette fin ?

En Belgique, la communication vers la presse se fait en différentes phases. La règle générale est le secret du dossier. Il peut y être dérogé pour certaines raisons, dont la nécessaire transparence démocratique de la Justice, la tranquillité publique, la rectification d'informations erronées…

[5] Livre blanc du ministère public en route pour 2030, page 3

Si le dossier est traité au niveau de l'information (par le parquet du procureur du Roi) l'opportunité et le contenu de l'information dépendent de la seule décision du magistrat traitant ou du chef de corps. Si le dossier requiert un juge d'instruction, en règle générale, le parquet propose le principe d'une communication au juge. Celui-ci doit – au stade actuel de la législation – décider de l'opportunité ou non de cette communication. Par contre, le fond de la communication est décidé par le parquet.

La communication est facilitée à la fois par des magistrats désignés « magistrats de presse » qui se chargent de la communication en sus de leur cabinet, et par des « spécialistes de la communication » destinés à gérer au quotidien les relations avec la presse. Il y en a 14 au niveau des parquets locaux, 6 au niveau des parquets généraux. A cela s'ajoutent les bureaux communication des services d'appui (siège et parquet) dont le but est d'agir au niveau national, de coordonner ou de soutenir les efforts locaux.

42. La haute direction du ministère public a-t-elle un rôle à jouer dans les relations avec les médias, par exemple en ce qui concerne les affaires qui suscitent un intérêt particulier de la part de la société ? Les procureurs ordinaires sont-ils autorisés à répondre aux questions ou aux demandes des médias ?

En règle générale, rien n'empêche un procureur titulaire du dossier. Suivant les cas, l'ampleur des dossiers, l'émotion publique suscitée, la sensibilité politique, les habitudes locales ou la maîtrise de la communication publique par le procureur, cette tâche peut être confiée à un spécialiste de la presse. Le Chef de corps peut également décider de communiquer lui-même.

Chaque communication fait l'objet d'une réflexion préalable interne. Les limites sont clairement définies, essentiellement afin de s'assurer d'éviter la communication d'élément qui serait nuisible au dossier.

43. Existe-t-il dans votre pays des codes déontologiques ou des réglementations juridiques régissant le comportement des procureurs dans les médias, y compris les médias sociaux ? Si oui, quels sont les principes fondamentaux et la base juridique de ces règles ?

Cf. Réponse 1. Une Circulaire du Collège des procureurs généraux (COL 2019) trace les limites et possibilités dans une majorité de cas, de ce qui peut être communiqué au public via la presse. En règle générale, l'identité des victimes ou prévenus par exemple est protégée dans la mesure du possible. Ce qui parfois est complexe quand il s'agit de personnalités publiques notamment.

44. Veuillez indiquer les préoccupations ou les problèmes existants liés à la réglementation des relations entre les procureurs et les médias, y compris les médias sociaux. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

La Circulaire de 2019 des procureurs généraux doit être adaptée, précisée et mise au niveau des préoccupations actuelles, notamment en ce qui concerne les réseaux sociaux. La double responsabilité Juges d'instruction / procureurs est source de situations parfois complexes.

VI. Fournir des technologies modernes aux procureurs

45. Dans quelle mesure le travail du procureur est-il digitalisé dans votre pays ou dépend-il de l'utilisation des technologies modernes ? La digitalisation du travail des procureurs a-t-elle remplacé l'approche traditionnelle basée sur le papier ou l'a-t-elle seulement complétée ?

La numérisation de la Justice – et du ministère public en particulier – entre dans une phase cruciale au cours des prochaines années. À terme, toutes les entités au sein de l'ordre judiciaire disposeront d'un système de gestion de dossiers moderne, convivial et uniforme. L'introduction d'un système national et intuitif de gestion de dossiers entraîne des gains d'efficacité considérables tant pour les magistrats que pour le personnel. De plus, les systèmes de gestion de dossiers seront couplés à ceux des partenaires externes, ce qui permettra l'échange automatique de données et une meilleure intégration des contrôles de qualité.

Plusieurs étapes dans le traitement des dossiers judiciaires sont déjà numérisées ou sont sur le point de l'être. Pensons aux systèmes de gestion de dossiers existants, au dossier numérique et aux diverses bases de données et flux de données numériques qui y sont liées. L'objectif final est un dossier entièrement numérique servant de source authentique, ce qui permettra la disparition complète du dossier papier. Pour y parvenir, des étapes supplémentaires sont encore nécessaires, telles que le développement d'une signature électronique qualifiée conforme aux exigences du ministère public, JustConsult, JustDeposit et les arrêtés d'exécution reconnaissant le dossier numérique comme authentique.

Le développement du dossier numérique s'effectue de manière progressive via différents modules. Cette conception modulaire permet de mettre rapidement en service certains composants, tandis que d'autres peuvent être remplacés ou adaptés à plus long terme sans compromettre la continuité du fonctionnement. Les autres modules restent en effet opérationnels.

46. Veuillez fournir de brefs exemples de l'impact de la digitalisation sur le travail des procureurs dans votre ministère public (par exemple, fichiers et procédures électroniques, systèmes numériques de gestion des dossiers, systèmes de stockage et d'accès aux données, outils d'analyse et de traitement des données, installations de vidéoconférence, technologies innovantes, y compris l'intelligence artificielle (IA), diverses plateformes).

- **JustView**: Les dossiers peuvent être consultés numériquement par les collaborateurs internes de la Justice via JustView.

- **JustConsult**: Pour les partenaires externes (citoyens, assistants de justice, experts, avocats, traducteurs, …), le dossier numérique sera consultable via Just-on-web (JustConsult).

- **JustDeposit**: Grâce à JustDeposit, chaque partie externe pourra soumettre des documents en ligne dans le cadre d'une affaire pénale. En matière civile, les citoyens pourront également introduire une nouvelle affaire via ce canal.

- **Justinbox**: Tous les documents reçus via JustDeposit arrivent automatiquement dans la Justinbox de JustView. L'administration les valide. Les documents sont ensuite automatiquement intégrés dans le dossier numérique.

- **JustSend**: L'envoi de documents aux parties, partenaires, etc. sera possible sous forme numérique dans les affaires civiles et pénales.

- **JustSign**: Cet outil permet aux magistrats et au personnel judiciaire d'apposer une signature électronique qualifiée ou un sceau sur des documents. Cela sera possible depuis n'importe quel endroit et la signature en masse sera également possible.

- **JustCourt**: Le module de gestion des audiences. Il permet également de traiter des affaires par vidéoconférence, ce qui permet de limiter ou d'éviter les déplacements longs ou inutiles. Grâce à Just-on-web, les avocats et les citoyens y auront également accès.

- **JustJudgement**: Une base de données de jurisprudence sera mise en place, consultable tant en interne qu'en externe. Les personnes qui ne sont pas partie à une affaire pourront consulter la version pseudonymisée d'un jugement ou d'un arrêt. Le composant JustSummary permettra de générer automatiquement des résumés des jugements pseudonymisés, ce qui décharge les magistrats de la lecture intégrale du jugement ou de l'arrêt.

- **MaCH/JustOne**: le système de gestion de dossiers utilisé par les parquets et auditorats généraux et les parquets de première instance pour les dossiers correctionnels, civils et de roulage, ainsi que par les auditorats du travail.

- **JustCase**: le système de gestion de dossiers pour les parquets auprès des tribunaux de l'application des peines (suivi de la médiation et des mesures, liberté sous conditions, probation…). Cette année, les affaires civiles et familiales, les affaires d'entreprises et les affaires de jeunesse s'y ajoutent.

- **Boite à paramètres**: Cet outil permet l'enregistrement automatique des procès-verbaux reçus via le flux numérique dans le bon cabinet. Là où auparavant un collaborateur administratif créait manuellement un dossier, cela se fait désormais automatiquement. La boite à paramètres assure un afflux plus étalé, une répartition plus équitable des dossiers et plus de flexibilité dans le suivi.

47. Veuillez indiquer les préoccupations ou les problèmes existants liés à l'utilisation des technologies modernes par les procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

La numérisation au sein du ministère public est en cours depuis un certain temps déjà. Un travail intensif est mené sur des outils numériques efficaces qui simplifient le travail et réduisent considérablement la masse de papier. Cette évolution ne touche pas seulement les outils utilisés, mais aussi l'organisation et l'ensemble des collaborateurs qui travaillent avec des dossiers. La technologie n'est qu'un aspect de l'histoire. Il s'agit également d'un changement culturel et organisationnel profond. C'est pourquoi le projet "Transformation Numérique" a été lancé, qui examine comment chacun au sein du ministère public peut s'adapter de manière optimale à ce changement.

La transformation numérique va plus loin que la numérisation plus large au sein de l'Ordre judiciaire, où l'on vise une chaîne entièrement numérique. La transformation numérique est le processus par lequel des moyens numériques sont mobilisés pour apporter des changements fondamentaux dans le fonctionnement d'une organisation, dans la manière dont les services et

produits sont fournis et dans la communication interne et externe. Il s'agit d'un changement culturel et organisationnel profond, avec une forte emphase sur l'aspect humain : la façon dont les personnes travaillent, collaborent, apprennent et interagissent avec les nouveaux systèmes et processus.

Compte tenu de l'impact large de la transformation numérique, le travail s'articule autour de quatre domaines centraux :

· Transfert de la charge de travail et adaptation de l'organisation
· Cartographie des compétences et développement des compétences
· Recrutement et sélection
· Communication interne

Défis techniques :

· Mapping correct des codes au sein de la chaîne pénale
· Migration correcte des données entre différents types de systèmes

VII. Offrir une formation spécialisée aux procureurs dans un environnement juridique en constante évolution

48. Dans quelle mesure les programmes de formation destinés aux procureurs dans votre pays comprennent-ils une formation spécialisée dans des domaines spécifiques, tels que :

- **la lutte contre des formes spécifiques de criminalité,**
- **ou en matière organisationnelle, comme la formation à la gestion,**
- **la coopération internationale,**
- **les relations publiques et/ou**
- **les évolutions technologiques.**

En Belgique, les procureurs ont accès à un large éventail de formations spécialisées organisées principalement par l'Institut de formation judiciaire (IFJ/IGO), dans le cadre de la formation initiale et continue des magistrats.
Ces programmes couvrent différents domaines spécialisés. Par exemple, des formations portent sur la lutte contre certaines formes spécifiques de criminalité, telles que la criminalité financière (« Follow the money »), la cybercriminalité et la preuve électronique (« Cybercrime and e-evidence ») ou encore la lutte contre la traite des êtres humains.

Les programmes comprennent également des formations relatives à la coopération judiciaire internationale, notamment sur le fonctionnement du mandat d'arrêt européen ou la prise de preuves à l'étranger, ainsi que des programmes d'échange entre magistrats et des activités internationales organisées en collaboration avec des réseaux européens.

En outre, certaines formations abordent des aspects organisationnels ou transversaux, tels que la communication institutionnelle (« Communication and justice »), les évolutions technologiques (par exemple l'intelligence artificielle, la protection des données et la digitalisation du travail judiciaire) ou encore d'autres compétences professionnelles liées à l'exercice de la fonction judiciaire.
Ces formations sont régulièrement adaptées afin de répondre aux évolutions de la criminalité, aux développements technologiques et aux besoins pratiques des magistrats.

49. Cette formation spécialisée répond-elle aux besoins des procureurs dans le contexte de la poursuite de formes nouvelles et émergentes de criminalité ?

Oui. Les formations spécialisées organisées notamment par l'Institut de formation judiciaire (IFJ/IGO) visent précisément à répondre aux défis liés à l'évolution de la criminalité.

Le programme de formation est régulièrement adapté afin de tenir compte de l'émergence de nouvelles formes de criminalité et des développements technologiques. À titre d'exemple, des formations sont consacrées à la cybercriminalité et à la preuve électronique, à l'utilisation des nouvelles technologies, à la criminalité financière ou encore à la coopération judiciaire internationale dans un contexte de criminalité transfrontalière
.
Ces initiatives permettent aux procureurs d'actualiser leurs connaissances et de développer les compétences nécessaires pour faire face aux nouvelles formes de criminalité et aux évolutions du contexte judiciaire.

50. Veuillez indiquer toute préoccupation ou tout problème existant concernant la formation spécialisée disponible pour les procureurs. Dans un environnement juridique en constante évolution, Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

La charge de travail à l'IFJ reste particulièrement élevée en raison d'un effectif très limité. En 2024, 2 gestionnaires de formation ont quitté l'organisation, ce qui réduit leur nombre à 5. (Les gestionnaires de formation sont des fonctionnaires de niveau A (niveau universitaire) et constituent en quelque sorte le « cerveau » de l'IFJ. Chaque gestionnaire de formation gère un portefeuille de dossiers de formation, est responsable de la conception des différents programmes de formation en collaboration avec les experts de la matière concernée, et veille ensuite au bon déroulement de l'organisation des formations qui lui sont confiées.)

Cela a un impact direct sur une capacité déjà fortement mise sous pression. En raison de la forte demande en formations, des missions légales supplémentaires confiées à l'IFJ et des réformes profondes de la Justice (notamment la numérisation rapide, la préparation de l'autonomie de gestion, le vieillissement de la population et l'afflux important de nouveaux magistrats et membres du personnel à former qui en découle), la direction a proposé le recrutement de 10 ETP supplémentaires. (pages 89-91, Rapport annuel IFJ 2024 et années précédentes)

L'accord du gouvernement fédéral 2025-2029 (page 159) répond à cette demande formulée depuis de nombreuses années par l'IFJ, et un renforcement du personnel est en cours. Ainsi, début 2026, quatre nouveaux membres du personnel ont pu être recrutés par l'IFJ, dont un attaché gestionnaire de formation (niveau A). Un renforcement progressif et continu du personnel au cours des prochaines années de cette législature est prévu.

La formation spécialisée des procureurs est structurellement limitée par un financement insuffisant de l'IFJ. La formule de dotation légalement prévue n'est pas appliquée et les réserves financières disponibles ne peuvent pas être mobilisées. Cela empêche les investissements nécessaires en personnel et en infrastructure de formation. Un déblocage de

ces moyens et une application correcte du financement sont essentiels pour répondre à ces défis. (pages 89-91, Rapport annuel IFJ 2024)
Sur le terrain, il existe une demande pour un parcours de formation initiale obligatoire pour les candidats secrétaires de parquet, car il est difficile de remplacer en temps utile les collaborateurs partants par du personnel suffisamment qualifié. L'IFJ propose actuellement un parcours volontaire et soutient la demande du terrain en faveur d'une obligation, mais cela nécessite un financement supplémentaire. (page 86, Rapport annuel IFJ 2021)

Un point d'attention est l'absence d'obligation générale de formation pour les magistrats, dont les procureurs. Bien qu'un droit à la formation existe et qu'une formation obligatoire soit prévue pour certaines fonctions, il existe une réticence à l'égard d'une obligation plus large en raison de son impact potentiel sur la continuité du service. Il est simultanément reconnu que la formation continue est essentielle dans un contexte juridique en rapide évolution. Une éventuelle introduction d'une obligation de formation est à l'étude, l'IFJ étant disposé à la soutenir, pour autant que des moyens suffisants et une capacité en personnel adéquate soient prévus. (page 86, Rapport annuel IFJ 2021)
Un point d'attention est la collaboration encore insuffisamment développée avec les Universités et les Hautes Ecoles, ce qui limite le potentiel de formations spécialisées et scientifiquement fondées. Bien qu'une concertation existe déjà, une intensification est nécessaire. Des efforts sont déployés pour renforcer cette collaboration, notamment via des projets de recherche communs et des initiatives autour d'un langage juridique clair, pour autant qu'un financement suffisant et pérenne soit prévu. (page 85, Rapport annuel IFJ 2021)

Cette collaboration se poursuit et s'est traduite ces dernières années par des formations sur le droit des biens, Livre 3 C.civ. (2024) et les droits intellectuels (2025). En 2026, deux projets de recherche concrets d'Universités sont en cours, avec l'IFJ comme partenaire.

Bosnia and Herzegovina/Bosnie-Herzégovine

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

Answer: Yes, it is. On the State's level the Chief Prosecutor in consent with the Directorate for the coordination of police bodies is responsible to adopt the necessary measures which I assess as sufficient.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

Answer: The working place of prosecutors is guarded as everywhere in the world. Digital security for prosecutors is ensured by technical means, but the privacy rights on their working place are restricted as usual because of confidentiality regulations.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

Answer: Specific training or induction processes don' t exist but safety and security measures are incorporated in every training phase of prosecutors professional career.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

Answer: The advice on such measures is sufficient.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Answer: Yes, it is a conrtributing factor. The responsible authority is the training sector of police. Every prosecutor receives training elements by them to be able to respond to challenges on their wellbeing.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Answer: As in every professional training by police officers concerning the security and wellbeing of prosecutors a training plan does exist and the relevant challenges for prosecutor's security has been studied thoroughly in the past and is currently adjusted to new challenges.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Answer: Yes, they do.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

Answer: The challenges depend on the social situation of the society which is constantly changing. But the police officers conducting the training are aware of these changes so that there isn't any special concern for prosecutors receiving a modern training by experienced policemen.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

Answer: The salaries of prosecutors, as well as of judges, are generally higher than those of other professional groups, for example, the police, border guards, and the armed forces. The price difference between urban and rural areas in comparison to western countries is less significant due to the small size of Bosnia and Herzegovina.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Answer: As an ordinary prosecutor, I lack an overview of whether, for example, criminal law or civil law is more attractive to aspiring lawyers and therefore perhaps attracts the better legal professionals.

11 . Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Answer: No opinion

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialized offices)? Are they entrusted with sufficient authority and powers to act efficiently and

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Answer: Yes, there is a clear and transparent division of responsibilities. Yes, prosecutors are entrusted with sufficient authority. Their powers is regulated in the „Law on the Prosecutor's Office of Bosnia and Herzegovina".

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

Answer: Yes, they are.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Answer: Yes, they are. Prosecutors are prohibited from engaging in politics. But their active right to vote is not restricted.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Answer: The State Prosecutor's office is generally overloaded by the amount of cases, especially of those with international concern. But an easy solution seems me not to be available.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Answer: It has been established an office for public relations with specially authorized spokesmen. Communication with the press or other media takes place through press conferences.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

Answer: Ordinary prosecutors are prohibited to communicate with the media. The office of the head of a public prosecutor's office is always sensitive to attacks from the media and, in high-profile cases, sometimes resorts to undue openness toward the press. This can impair the work of the prosecutors handling the case.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

Answer: Yes, an ethical code does exist as well as legal regulations. The head of office and the spokesman has to avoid to discuss the identity of the prosecutor and to protect the personal sphere of the members of his organization against the media.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Answer: No opinion

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalization in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Answer: Completely digitalized without any restrictions!

21. Please provide brief examples of how digitalization has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Answer: The work of prosecutors has immensely improved by all above mentioned efforts of digitalization. The use of artificial intelligence is on the way to be introduced.

22. Please indicate any existing concerns or problems related to the use of modern technologies
by prosecutors. What should be done or is being undertaken to address those challenges?

Answer: No opinion

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programs for prosecutors include in your country specialized training either in substantive matters, such as:
    - combatting specific forms of crime,
    - or in organizational matters, such as training on management,
    - international co-operation,
    - public relations, and/or;
    - technological developments.

Answer: Specialized training on all fields of above mentioned matters is consequently sufficiently included into the training programs of prosecutors.

24. Does such specialized training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Answer: Yes, it does.

25. Please indicate any existing concerns or problems related to the available specialized training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Answer: No opinion.

Bulgaria/Bulgarie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and, if necessary, their families, regulated in your country? If so, which authority/authorities is/are responsible for this type of specific decision and at what level (legislation, regulations, instructions, practical measures, etc.)? Are they sufficient? Please describe briefly.

The protection of the security of prosecutors in Bulgaria is regulated through legal mechanisms and specialized structural units aimed at guaranteeing the independence and safety of magistrates in the performance of their official duties. The mechanisms are regulated at the legislative level in Art. 391 of the Judiciary Act (JA) and subordinate legislation.

The security of magistrates (prosecutors, judges, investigators) and their ascendants, descendants, spouse or person with whom they are in de facto cohabitation, or persons with whom they live in the same household, is carried out by the General Directorate of "Security" at the Ministry of Justice (MoJ). Upon receipt of a signal of a threat against a prosecutor, a motivated proposal is prepared for the Minister of Justice to provide security. The Ministry of Interior (MI) and the State Agency for National Security (SANS) jointly participate in the procedure for verifying the signal.

The security of the premises of the respective prosecutor's offices is carried out in the court buildings by internal unarmed security guards from the General Directorate of "Security" at the Ministry of Justice.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote the right to privacy and digital security of prosecutors?

Such measures include personal physical security of the prosecutor and thei family members and security of their residence.

The Prosecutors' College of the Supreme Judicial Council (PC of the SJC) has developed a Mechanism for Public Reaction to the PC of the SJC in cases of affecting the independence and good reputation of prosecutors and investigators. The mechanism provides that, upon finding a case of harm to the independence and good name of a prosecutor or investigator, the Prosecutors' College shall, as soon as possible, decide on the method of reaction, which may be: publicly announced official position or declaration of the college; statement to the media by the spokesperson of the college or a specific member of the college; written response to a relevant institution, including its public announcement.

3. Are there specific training or induction processes in place in your prosecutor services designed to promote the safety and security of prosecutors?

No.

4. Please indicate any existing concerns or problems related to the measures in place to ensure the protection and security of prosecutors. Do competent authorities (e.g. enforcement authorities, security and law enforcement services) provide sufficient advice on such measures? What needs to be done or is being done to address these challenges?

Some of the existing concerns related to the measures available to ensure the protection and security of prosecutors are:

-The speed and effectiveness of the protection mechanisms implemented in accordance with

the JA.
-The lack of preventive measures, especially regarding the protection of prosecutors working on cases of high-level corruption, organized crime and serious criminal offenses
- Doubts about whether the protection measures are sufficiently independent of political and corporate interests, especially with regard to the protection of prosecutors working on cases of high-level corruption, organized crime and serious criminal offenses.

II. Support for the well-being of prosecutors

5. Is the well-being of prosecutors recognized as an important issue for the quality and effectiveness of their work and a factor contributing to the efficiency of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?
The welfare of prosecutors in Bulgaria, including their material and professional situation at the individual and institutional level, is regulated by the Judiciary Act. Decisions in this aspect are taken by the Prosecutors' College of the Supreme Judicial Council.
Over the years, successive measures have been taken by the PC of the SJC related to increasing the number of prosecutor assistants and administrative staff, ensuring access to laws and case law, fair distribution of the workload in accordance with the introduced module for random allocation of cases, increasing remuneration, longer paid annual leave in view of the length of service, providing medical examinations, and insurance.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the subject of research?

Managing the professional well-being of prosecutors is essential for the effective functioning of the justice system, given the high levels of stress, secondary trauma and workload in the profession.
The topic has not been the subject of research by the Prosecutors' College of the SJC.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks, on how to address challenges to their professional well-being?
The National Institute of Justice does not organize such trainings. These are not included in the internal training of the PRB.

8. Please indicate any existing concerns or issues related to the welfare of prosecutors. What needs to be done or is being done to address these challenges?

Such concerns and issues, include but are not limited to:
- high workload and time pressure to meet certain procedural deadlines;
- exposure to traumatic events and emotionally charged situations, coping with the pain and suffering of crime victims;
- responsibility in making decisions, given the impact they have on people's lives;
- social isolation, which arises from the need to maintain impartiality, as prosecutors must limit their interactions with certain individuals and groups;
- public scrutiny and criticism to which prosecutors are often subject, especially in high-profile cases;
- negative media attention and public disapproval.

III. Improving the working conditions of prosecutors, including remuneration, workload management and increasing respect for the prosecutor profession

9. Are the remuneration and other socio-economic aspects related to the work of prosecutors comparable to those of other professional groups, such as judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and possible discrepancies in the cost of living between the capital and other parts of the country?

Regarding remuneration and other socio-economic aspects related to the work of prosecutors, it should be noted that under Bulgarian legislation, the remuneration of prosecutors and judges is the same. Regarding other socio-economic aspects, such as retirement age, professional insurance, and others, the law again does not distinguish between the status of judges and prosecutors. Taking into account the socio-economic conditions in the country, the salaries of magistrates can be considered sufficient.
According to Art. 233, para. 3 of the Judiciary Act, the prosecutors in the city prosecutor's office in the city of Sofia have the rank of prosecutor in the appellate prosecutor's office, and the prosecutors in the regional prosecutor's office in the city of Sofia have the rank of prosecutor in the district prosecutor's office. The arguments for adopting the provision are not only the discrepancies in the cost of living in the capital, but also the higher workload of prosecutors from these prosecutor's offices.

10. Do you think that the prosecutor profession is respected in your country and does it attract the best legal professionals compared to other legal sectors?

Taking into account that every year a significant number of lawyers participate in competitions for the position of junior prosecutor and in competitions for the position of prosecutor in regional and county prosecutor's offices, it can be concluded that the prosecutor profession is respected in the country. The number of participants in these competition procedures is a kind of guarantee for the opportunity for some of the best specialists in the field of criminal justice to practice the prosecutor profession.

11. Please indicate any existing concerns or issues related to the working conditions of prosecutors, including remuneration, workload management and enhancing respect for the prosecutor profession. What needs to be done or is being done to address these challenges?[1]

The main challenge related to the working conditions of prosecutors is the problem with the building stock. Not everywhere in the country are courtrooms available in which prosecutors' offices and courts are housed together. This circumstance directly reflects on the ability of prosecutors to effectively organize their work process. The need to commit time resources to travel to different courthouses to familiarize themselves with cases and participate in court hearings takes this time away from the opportunity for prosecutors to exercise their professional duties.

IV. Ensuring effective management of prosecutor services

12. Considering the size and workload of the prosecution service in your country, is there a

'Such concerns or issues may relate, for example, to the overall infrastructure, office premises, technical equipment, prosecutor workload and case management systems, available resources and support staff, as well as other relevant aspects. Please try to identify the most pressing and important concerns or issues in this regard.

clear and transparent allocation of responsibilities between prosecutors with a management role within the service (including its territorial divisions or specialized services)? Are they given sufficient authority to act effectively and impartially? Which authorities or competent bodies determine the distribution of work within the prosecution service in your country? On what legal basis is this power exercised?

Prosecutors with a managerial role in the Bulgarian prosecution system, according to the Judicial System Act, are the administrative heads of the prosecution offices (including the Prosecutor General) and their deputies. Their powers, regulated in detail in the same normative act, are diverse, and can generally be grouped into the following areas - organizing and managing the activities of the respective prosecutor's office; appointing and dismissing employees in it; preparing, in the cases provided for by law, the individual professional development plan of a prosecutor and monitoring its implementation; preparing an annual report on the activities of the respective prosecutor's office, submitting the report to the superior administrative manager and publishing it on the website of the respective prosecutor's office; exercising control over compliance with the deadlines for conducting the investigation, the inspections under Art. 145, para. 1, items 2 and 3 of the Judiciary Act and the deadlines for the measures of procedural coercion under the Criminal Procedure Code.
Within each prosecutor's office, the distribution of cases and files is carried out on the principle of random selection through the Unified Information System (UIS), electronically, according to the order of their receipt. In this regard, the Prosecutor General has approved Rules for the distribution of files and pre-trial proceedings on the principle of random selection in the Prosecutor's Office of the Republic of Bulgaria. In the cited rules, the process of allocating the work within the prosecutor structures is comprehensively regulated, and it is precisely the electronic distribution that guarantees an impartial and efficient process of distributing work.

In accordance with the rules, each administrative head, by order, establishes an organization for the application of the principle of random distribution in the structure he or she manages, taking into account the specifics of crime in the relevant region or legally defined specific powers of the prosecutor's office.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work among prosecutors with a management role within the prosecution service?

The principle of electronic distribution of cases and files in prosecutors' offices also represents a guarantee for a fair distribution of work. For this purpose, groups have been formed in each prosecutor's office[2] in which the administrative head assesses which prosecutors will participate, their number, and assigns them a workload percentage. The rules also provide for the mandatory minimum workload percentage for the administrative manager and his deputies and the groups in which they must be included. At the discretion of the administrative manager, the manager and the manager's deputies may also be included in other distribution groups with a higher percentage of workload. The rules provide for the possibility for the Prosecutor General to determine a lower workload for specific administrative heads - usually these are the heads of prosecutors' offices in the city of Sofia, due to the larger number of prosecutors working in these

[2] The rules for the distribution of files and pre-trial proceedings on the principle of random selection in the Prosecutor's Office of the Republic of Bulgaria introduce mandatory groups in accordance with the instance level of the prosecutor's office.

prosecutor's offices and due to their higher workload.

14. Are there ethical and professional standards or requirements for prosecutors, including those in leadership roles within the prosecution service, to promote their impartiality as well as objectivity? In this context, are there any restrictions on them from participating in political activity?

The Code of Ethical Conduct of Bulgarian Prosecutors and Investigators, adopted on the basis of Art. 30, para. 5, item 23 of the Judiciary Act by a decision of the Prosecutor College of the Supreme Judicial Council and approved by the Plenum of the Supreme Judicial Council, regulates the basic principles regulating the conduct of magistrates - independence, impartiality, fairness and transparency, competence and professionalism, ethics and integrity. The Criminal Procedure Code (CPC) of the Republic of Bulgaria also provides for a number of principles to which the behavior of the magistrate should be subject when exercising the managerial and decision-making function in pre-trial proceedings. The principles of revealing the objective truth and making decisions based on inner conviction are enshrined in the Criminal Procedure Code as fundamental.

Regarding the participation of prosecutors in political - the Judiciary Act explicitly states that judges, prosecutors and investigators carry out their activities objectively and in compliance with the principles of political neutrality; a judge, prosecutor and investigator, while holding office, may not be a member of political parties or coalitions, in organizations with political goals, carry out political activities, as well as be a member of organizations or carry out activities that affect his independence.

15. Please indicate any existing concerns or problems related to ensuring effective management of the prosecution service. What needs to be done or undertaken to address these challenges?

Effective management of the prosecution service requires, first of all, ensuring its independence from the other two branches of government (legislative and executive), combined with balanced mechanisms for interaction between them. The Constitution and laws of the country have created sufficient guarantees for the independence of the Prosecutor's Office as part of the judiciary. Nevertheless, it cannot be denied that in certain cases, public and institutional pressure arises that affects the efficiency of prosecutors' work.
Other factors that are essential for ensuring management effectiveness are:

- Transparent selection of administrative heads of prosecutors' offices and clear definition of their powers.
- Clear rules for implementing administrative management.
- Public accountability.
- Regular internal control by the superior prosecutor's offices to identify problems and assist in their resolution.

V. Regulating relations between prosecutors and the media, including social media

16. How are interactions and relations between prosecutors and the media, including social media, regulated in the prosecution service in your country? Are there dedicated communications/press office(s) or press officer(s) for this purpose?

By order of the Prosecutor General, there are approved Rules for Media Communication in the System of the Prosecutor's Office of the Republic of Bulgaria (the Rules), which regulate the interaction with the media when providing information about the work of the prosecutor's office. When drafting the Rules, Opinion No. 8 (2013) and Opinion No. 9 (2014) of the Consultative Council of European Prosecutors were also taken into account.
The provision of information to the media is carried out by the spokesperson for the Prosecutor General, the spokespersons of the prosecutor's offices, the administrative heads (including the Prosecutor General), the supervising prosecutors or the administrative employees entrusted with such functions. Who is competent to provide information is determined by its type (the supervising prosecutor - for their own files and cases; the spokesperson for the relevant prosecutor's office - for the activities of the prosecutor's office in general, and for specific files and cases, with the consent of the supervising prosecutor and the administrative head, etc.)
A "Press Center and Public Relations" department has been established in the Prosecutor General's Administration, "Public Communication" Directorate, to assist the Prosecutor General's spokesperson. The activities of the department are also regulated by the Rules.

17. Does the senior leadership of the prosecution have any role in responding to the media, for example in relation to cases that attract particular public attention? Do ordinary prosecutors have the right to answer questions or inquiries from the media?

The content of the information provided to the media is coordinated with the relevant administrative head of the prosecutor's office, and when this information is on files and cases of increased media and public interest - also with the spokesperson for the Prosecutor General. In all cases, information on specific files and cases is provided only with the consent of the supervising prosecutor.
Each prosecutor may provide information on their files and cases, after consultation with their administrative manager.

18. Are there any ethical codes or legal provisions in your country regulating the conduct of prosecutors in the media, including social media? If so, what are the main principles and legal basis of these rules?

The rights and obligations related to the provision of information by state bodies, including the judiciary, are regulated by the Constitution of the Republic of Bulgaria, the Access to Public Information Act, the Classified Information Protection Act, the Personal Data Protection Act and the Competition Protection Act. Specific rules relating to restrictions on access to information within the judiciary are contained in the Judiciary Act and the Criminal Procedure Code. Other acts that regulate communication with the media are the Communication Strategy of the Supreme Judicial Council and the Rules for Media Communication in the PRB system.
The Code of Ethical Conduct for Bulgarian Prosecutors and Investigators contains general rules that establish standards and outline the framework for regulating the behavior of prosecutors during and outside of their official duties. Basic principles of the Code of Ethics, also applicable to the magistrate's interaction with the media, are politeness and tolerance, integrity and decency, and confidentiality. Within the framework of the law, prosecutors guarantee the publicity of their actions and acts, while at the same time striving not to affect the legitimate rights and interests of participants in the proceedings. When making statements in cases or files, prosecutors ensure that they do not endanger the life or physical integrity of the participants in the pre-trial proceedings, that they do not violate the presumption of innocence, and that they do not harm the honor and reputation of other persons. In cases of high public interest, prosecutors present to the public the reasons for their acts, complying with the law, and

should exercise discretion and restraint, refraining from expressing political, philosophical or religious beliefs. Prosecutors must avoid actions and conduct that are contrary to the established understandings of decency in society and refrain from any actions that could compromise their honor in the profession and society.
Other basic principles for communicating with the media are: legality and impartiality; speed, accuracy and accessibility; respect for the rights of citizens; protection of the secrecy of the investigation; protection of personal data; protection of classified information; observance of the presumption of innocence; equality of all media. Their legal basis is the above-mentioned regulatory and internal departmental acts.

19. Please indicate any existing concerns or issues related to the regulation of relations between prosecutors and the media, including social media. What needs to be done or is being done to address these challenges?
The main difficulties that arise when communicating with the media are the following:

- achieving a balance between the obligation to inform the public (principle of transparency of the prosecutor's office's activities) and the principle of non-disclosure of materials and data from pre-trial proceedings (Art. 198 of the Criminal Procedure Code), when this may hinder the investigation.

- risk of violating the presumption of innocence;
- risk of increasing public pressure on the prosecution after providing information on specific cases;
- using the information provided by the prosecutor's office for political purposes, discrediting public figures, serving institutional or personal interests.

These challenges can and are being overcome by introducing clear rules for communication with the media, determining the person who should provide the information, its volume and the means for providing it. These rules and standards are clearly regulated by the Rules for Media Communication in the PRB system. It is also essential to conduct training on media communication and ethics for the bodies specified in the Rules for communication with the media.

VI. Providing modern technologies for prosecutors

20. *To what extent is the work of the prosecutor digitalized in your country or does it depend on the use of modern technologies? Has digitalization in the work of prosecutors replaced the traditional approach based on paper documents, or has it only complemented it?*
Currently, electronic document management complements paper-based document management. Unlike civil and administrative cases, in criminal proceedings it is of particular importance to ensure the opportunity for the subjects of the process to exercise their right to defense, or to provide accessibility to communication, including the possibility of doing so on paper.
Rules for electronic document management and provision of electronic services by the PRB have been introduced and are in force in the PRB system. According to these rules, correspondence between the PRB and other state bodies or institutions is carried out almost entirely electronically. Correspondence is also carried out electronically when a citizen - the addressee of a document - has declared an electronic address.
Electronic document flow between the various structures of the prosecutor's office and within the prosecutor's offices themselves is also carried out electronically.
The accession of the PRB to the Unified Portal for Electronic Justice (UPEJ) is due, for which action is required by the Supreme Judicial Council. The UPEJ is an electronic database of court

cases, which provides the opportunity for registered access to an electronic folder, after permission from the court, for authorized persons - the parties and their representatives (determined by law or by authorization).

More and more magistrates are using a qualified electronic signature when signing various documents, thus enhancing electronic document flow and reducing paper signing.

21. *Please provide brief examples of how digitization has influenced the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, data analysis and processing tools, videoconferencing facilities, innovative technologies including artificial intelligence (AI), different platforms).*
Prosecutors' access to unified databases (legal information systems) with legal regulations and court practice is of enormous assistance in their daily work.
Currently, due to the specifics of the work at the PRB, the use of any artificial intelligence platforms from the PRB's internal network is prohibited, as is the uploading of any kind of official documents to such platforms.
As for video conferencing facilities, the PRB uses Zoom and Microsoft Teams when conducting video meetings and performing procedural actions, which significantly assists the investigation in pre-trial proceedings.

22. *Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What needs to be done or is being done to address these challenges?*
The use of modern technologies in the work of the prosecutor is absolutely necessary to ensure speed and efficiency. The concerns related to the use of these technologies are mainly related to the existing risks of manipulation or deletion of data, unauthorized access to investigations or information leakage, which may lead to compromising evidence in pre-trial proceedings and endangering the participants in them. For this reason, the Unified Portal for Electronic Justice (UPEJ) was developed for the needs of the judiciary, administered by the SJC, which is currently an electronic database of court cases heard by all regional, county, administrative, military, appellate and supreme courts in the Republic of Bulgaria. As mentioned above, the PRB is due to join the UPEJ, which will allow summonses and messages to be sent through the Portal, as well as active actions by prosecutors - submitting documents through the Portal, serving documents to entitled persons, etc.

VII. Providing specialized training for prosecutors in a constantly evolving legal environment

23. *To what extent do prosecutor training programs in your country include specialized training on essential issues, such as:*
- *the fight against specific forms of crime,*
- *or on organizational issues, such as management training,*
- *international cooperation,*
- *public relations and/or;*
- *technological developments.*

According to the rules for Training and Advanced Training in the PRB system, the "Analytical" Department in the Supreme Cassation Prosecutor's Office studies the training needs of prosecutors, requesting opinions from the administrative heads of the appellate prosecutor's

offices on the priority topics for training in the respective appellate region. Based on the requested information, the PRB Training Calendar is prepared for the first and second semesters of the respective year. The topics are specialized and tailored to the educational needs of prosecutors and cover different types of crimes:

- International cooperation in criminal matters.
- The new amendments to the Criminal Procedure Code.
- Computer crimes.
- Tax crimes.
- Investigation of transport crimes.
- Crimes committed in conditions of domestic violence.
- Money laundering and terrorist financing.
- Corruption.
- Human trafficking.
- Crimes against intellectual property.

The "Analytical" Department coordinates and assists in the organization of training events organized by the National Institute of Justice (NIJ) and other external providers. These trainings include specialized training on topics such as:

- Protection of the financial interests of the European Union. Criminal formations. Functions of OLAF. European Public Prosecutor's Office.
- Countering organized crime.
- Good practices for conducting criminal proceedings involving a child. Peculiarities of crimes in conditions of domestic violence.
- Speaker training: Implementation of the Media Strategy of the Judiciary. Working with the media. Practical aspects.
- Training for administrative heads and deputy administrative heads in the bodies of the Public Works Department.

24. Does such specialized training meet the needs of prosecutors arising in the context of prosecuting new and evolving forms of crime?
See the answer to question 23.

25. Please indicate any existing concerns or problems related to the available specialized training for prosecutors. In an ever-changing legal environment, what needs to be done or is being done to address these challenges?
We express the opinion that the training organization created by the PRB and NIJ - selection of topics, trainers, trainees - fully satisfies the needs of magistrates.

Cyprus/Chypre

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   Although the protection and security of prosecutors and their families is not regulated in Cyprus, relevant administrative decisions have been made recently. For the purposes of protection and security of prosecutors and their families is decided to install alarm systems and CCTV at their residence. Also, a police officer is designated in each district as a point of contact in case that prosecutors feel threatened or in danger. For each case, a risk assessment is carried out by the Police and additional measures are taken accordingly, if necessary.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   See answer no 1.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   There is no specific training or induction processes in place in our prosecution service, designed to promote the safety and security of prosecutors. Some general training courses touch upon this issue.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

   Recently, incidents and behaviours that raise concerns about the safety of public prosecutors have been observed and/or reported, both during the performance of their duties and beyond, such as:

   1. Manifestation of threatening behaviour, verbal or otherwise, against public prosecutors, both inside and outside the courtroom, including threatening gestures, nods or other acts that may be interpreted as intimidating.

   2. Aggressive or provocative behaviour by defendants or their relatives.

   The competent authorities, at the request of the Attorney General, are going to developed a protocol regarding the protection of the prosecutors inside the

courtroom and regarding the manner in which incidents are dealt with by the prosecutors.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

   Lately, there has been an increasing willingness by the Heads of the Law Office to address this issue more effectively within their scope of powers.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

   There are no formal policies or measures to support prosecutors in managing their professional well-being.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   The prosecutors do not receive regular training, advice or guidance, on how to address challenges to their professional well-being. However, there is ad hoc consultation by the heads of the sections with each prosecutor when it is necessary.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   Prosecutors handle a huge number of cases. Furthermore, there is no support staff (such as legal assistants, paralegal) to assist their work. Also, most of the work of prosecutors is not digitalised (e.g. electronic files and procedures, data storage and access systems). All of the above combined with the nature and the stress of the work and the fact that no measures exist to support prosecutors in managing their professional well-being, significantly affect the prosecutors' professional well-being.

   The workload could be reduced by hiring more prosecutors and paralegal staff. Also, the digitalization of the work and the training or guidance of the prosecutors on how to address challenges to their professional well-being could address the relevant challenges. For all of the above, relevant procedures have already been initiated.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic

conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

The most of the prosecutors receive remuneration comparable to that of civil servants. A number of prosecutors (at the higher and highest level) receive remuneration comparable to that of judges. The levels are relatively sufficient taking into account the socio-economic conditions in Cyprus.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Yes, the prosecutorial profession is respected in Cyprus and usually attracts some of the best legal professionals, compared to other legal sectors.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[8]

Prosecutorial workload and case management systems, support staff, issues of safety and security, the burnout syndrome, are some serious challenges.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Prosecutors with management role within the service have clear and transparent division of responsibilities and they are entrusted with sufficient authority and powers to act efficiently and impartially. The work is distributed by the head of the Criminal Law Unit, usually on a rotational basis or according to expertise.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The work is distributed by the head of the Criminal Law Unit on a rotational basis or according to expertise.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality

[8] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Prosecutors have to follow and apply both the Code of Conducts for Prosecutors and the relevant legislation for Civil Servants which set ethical and professional standards and rules in order to promote their impartiality as well as their objectivity. There are certain restrictions placed on them in engaging in political activities.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Prosecutorial workload and case management systems.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

A press officer from the state Press and Information Office is posted at the Law Office for purposes of press and public relations. Press releases are published on cases or matters of significant public interest whilst also protecting personal data according to the applicable rules.

Furthermore, a group of Attorneys of the Republic compose the Communications Team, with the task of coordinating the information of the public on matters relating to the activities of the Law Office.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

As per above, any questions of general interest or relevant to cases that attract the attention of society are handled by the Press Officer and the Communications Team. Ordinary prosecutors do not in principle engage with public inquiries.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The Law Office has issued a set of guidelines under the title 'Principles of Conduct and Ethics of Public Prosecutors'. It is not a legally binding document per se, yet it is a codification of guidelines based, inter alia, on the following:

- **The Budapest Guidelines**
- **The European Convention on Human Rights and Fundamental Freedoms**
- **Recommendation Rec (2000)19 of the Committee of Ministers to Member States on the Role of Public Prosecution in the Criminal Justice System**
- **Recommendation No (2000) 10 of the Committee of Ministers to Member States on codes of conduct for public officials**

- **Guidelines on the Role of Prosecutors Adopted by the Eighth United Nations Congress on the Prevention of Crime and the Treatment of Offenders**

Principle 7 of Chapter II of the Principles mentions that public prosecutors *'must remain unaffected by personal or local interests or pressures, either by the public or the media'.*

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

The rapid development of technology, including social media and online media, presents new challenges in the field, as at times criminal cases handled in court or even during their investigative stage have extensive media coverage. Further training is in order, while also developing the abovementioned principles to reflect the current digital legal environment is necessary.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Digital file management systems have been introduced at the Law Office to a certain extent and are a valuable tool for case-management, allocation of work and day-to-day activities of prosecutors. Nevertheless, due to the sensitivity of data included in many cases, it remains that, certain material/documents etc, including evidence, are not digitalised.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digital case management systems improved the work of prosecutors to a certain extent.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Challenges persist in both fully training prosecutors and members of the Law Office to use such tools to their maximum potential, while concerns pertain mainly to questions of protection of data and confidential information.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

The Academy of the Law Office organises training sessions for all members of the Law Office. Thematic seminars include questions of combatting specific forms of crime, prosecuting or handling specific types of cases, international/cross-border cooperation and other matters. Please refer to our reply to question 24 below.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

The Academy of the Law Office organises training sessions for all members of the Law Office. Specialised training seminars relating to prosecutorial work that have been carried out or are scheduled include:

- **Hate speech**
- **The handling of vulnerable witnesses**
- **Ethics and behaviour of prosecutors**
- **Handling of cases of gender-based violence**
- **Supporting children victims in criminal procedures**
- **Advocacy skills seminars**

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Indeed, developments in the field of criminal law and prosecution call for enhancement of training options available for prosecutors. Challenges include obtaining specialised training from abroad and/or international actors. Furthermore, as the legal system of Cyprus is common-law based the specific role of prosecutors who are not members of the judiciary must be accommodated when participating in international/Europe-wide training.

Czech Republic/République tchèque

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

Yes, the protection and security of prosecutors in the Czech Republic are regulated by law, but specific provisions concerning the personal protection of prosecutors and their families are not directly contained in the Act on the Public Prosecutor´s Office (with the *exception of evidentiary protection of prosecutors, which applies specifically to them* – see below). The protection of prosecutors is addressed through the general security mechanisms of the state, primarily the Police of the Czech Republic, as well as within the framework of the Code of Criminal Procedure, the Act on the Prison Service, and the Judicial Guard, and practical security measures.

The scope of protection afforded to prosecutors is generally sufficient, as there are both legal instruments and practical mechanisms that can be applied to prosecutors facing threats. However, protective measures for prosecutors are not systematically regulated specifically for them. General institutes primarily designed for witnesses or other threatened persons are applied.

The Criminal Code of the Czech Republic classifies prosecutors as "public officials." This status ensures that any criminal offense committed against a judge or their family members in connection with the exercise of judicial power, such as violence, defamation, or intimidation, is subject to more severe criminal sanctions and higher sentencing guidelines compared to offenses against private individuals. There are also specific criminal offenses directed solely at public officials and their work status, such as Violence against Public Official (Section 325) or Threatening with Intent to Affect a Public Official (Section 326). The tool of criminal complaint has been used in practice by the judges in the Czech Republic in similar particular situations.

The scope of protection for prosecutors is, in principle, sufficient, as there are both legal tools and practical mechanisms that can be applied to prosecutors who are at risk.

Specifically:
1. Physical protection of persons
The Police of the Czech Republic is the main authority responsible for the physical protection of threatened persons. The Police may provide *short-term personal protection, including physical protection, temporary change of residence, security technology, and advisory and preventive measures*; this can also be provided to persons close to the threatened individual.

The Minister of the Interior may also designate other persons to whom the Police provide security. It should be noted that prosecutors, including Heads of Public Prosecutor's Offices and the Prosecutor General, are not among the persons entitled to permanent personal protection. However, in practice, there have been several cases in which prosecutors were provided with temporary protection in response to specific threats arising from the performance of their duties.

2. Protection in the buildings of public prosecutor's offices (and during acts outside the buildings)
The Judicial Guard ensures order and security in the buildings of public prosecutor's offices. It may provide escorts for employees of the public prosecutor's office and protection during acts performed outside the buildings. Operates technical security systems, such as CCTV systems, panic buttons, and alarm systems, which are directly connected to a centralized police monitoring centre.

3. Protection in connection with criminal proceedings
Protection provided within criminal proceedings may also apply to a prosecutor, but only if they appear in the position of a witness. In such cases, the general provisions of the Code of Criminal Procedure on witness protection apply (concealment of identity and appearance, special methods of interrogation and technical measures, exclusion of the public from the hearing for the protection of the witness). In cases of high risk, the Act on Special Witness Protection may also be applied (which may include physical protection, change of identity, or relocation). The Code of Criminal Procedure also restricts the disclosure of information concerning persons involved in criminal proceedings.
4. *The evidentiary protection of prosecutors*
Data protection in official registers applies directly to prosecutors. This is a new institute (effective from 1 July 2024 under the Act on the Public Prosecution Service) *designed to safeguard prosecutors' personal data (as well as that of their spouses, partners, children, and parents) against abuse by ensuring that it is maintained on a non-public basis in the relevant official records. The evidentiary protection of prosecutors* applies in the event of a reasonable suspicion of a threat to the life or health of a prosecutor. This protection consists of monitoring access to information concerning them as ***protected persons in official registers*** and the subsequent evaluation of records regarding the provision and use of such information, with the aim of effectively preventing threats to them.

The decision to include a prosecutor in the regime of *the evidentiary protection of prosecutors* is made by the competent body of the Public Prosecution Service (typically the Head of the Public Prosecutor's Office

This institute is very important because prosecutors are often involved in the investigation of serious crimes (organised crime, corruption, extremism).

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

See answer to Q 1.

The protection of prosecutors is ensured through a combination of organisational, security, and technical measures designed to prevent risks associated with the performance of their duties.

These include, in particular,

1. *The guarding and security regime of the buildings of public prosecutor's offices* (controlled access, CCTV systems, security frames, and the presence of the Judicial Guard), connection to the Police of the Czech Republic's centralised protection desks, and so-called security buttons

available to certain prosecutors and in selected hearing rooms for summoning the Judicial Guard.

2. *The possibility of using the evidentiary protection of prosecutors, which directly safeguards the privacy of prosecutors* (see answer to Q 1 for further details).

3. *The possibility of conducting penetration testing of information systems.*
This form of testing represents a controlled, professionally managed attempt to identify vulnerabilities that could be exploited in a cyberattack. Penetration tests enable the timely identification of weaknesses, the strengthening of the protection of sensitive data, and an overall increase in the resilience of the public prosecution service's systems against cyber threats. The Prosecutor General's Office has, in the past, also undergone penetration testing within the programme offered by the National Cyber and Information Security Agency to public authorities. The test included an attempted breach of the building, which was unsuccessful, and confirmed the adequate level of security measures in place.

4. *The protection of judges is also inherently linked to the security of sensitive data stored in judicial information systems*.
The *Cybersecurity Act, the Ministry of Justice Instruction* on ensuring information security in the ICT environment, and the related *organizational and technical measures* ensure that judges' personal data, non-public databases, and ICT resources are protected from unauthorized access.

5. *The concealment of prosecutors' personal data in public registers.*
The Act on Public Registers of Legal and Natural Persons allows for the personal data of prosecutors to be concealed, thereby protecting their privacy.

6. *At the same time, restraint is recommended in prosecutors' use of social media (also for the protection of privacy*) – see further in the text V.

The above measures significantly support prosecutors' right to privacy and their digital security, which is essential in the current environment.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

Security and protective training for prosecutors within the public prosecution service – including occupational health and safety training – is provided upon the prosecutor's entry into service and at regular periodic intervals.

In addition, training is organised on the handling of personal data and classified information, including obligations arising from the Act on the Protection of Classified Information, as well as training focused on safe behaviour in the online environment and cybersecurity.

In the past, *ad hoc* training sessions focused on the protection and security of prosecutors have been organised in cases involving their travel to high-risk security areas abroad.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e. g. executive bodies, security and law enforcement agencies) provide sufficient

advice on such measures? What should be done or is being undertaken to address those challenges?

I consider the current scope of protection afforded to prosecutors to be generally sufficient. At present, there are no significant security issues that would necessitate the adoption of further measures. Cooperation with the Police of the Czech Republic has long been very good and is conducted at a high professional level.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Yes, the support for high-quality living and working conditions for prosecutors represents a significant factor in ensuring the effective, independent, and credible performance of justice as a whole in the Czech Republic. The work of a prosecutor is highly demanding and involves decisions that fundamentally affect human lives, which requires a high degree of mental resilience and concentration. Therefore, a stable working environment, professionalisation, adequate material conditions, reasonable workload, modern technical equipment, and sufficient administrative capacities are essential for prosecutors to be able to perform their duties professionally, impartially, and free from external pressures.

The support for high-quality working and living conditions for prosecutors must take place at *the legislative, institutional, and organisational levels*.

Legislative level: ensuring a stable legal framework, a clear position for prosecutors and their independence, and a transparent and adequate remuneration system.

Institutional level: sufficient budgetary and personnel resources, modern technical and administrative infrastructure, systematic training, and professional development.

Organisational level: balanced workload and workload control, transparent human resources management, and support for a working environment that prevents burnout.

In the Czech Republic, *there is no single specialised state body* responsible for supporting the well-being of prosecutors. This agenda is carried out by state institutions within the exercise of state administration and by professional association on a voluntary basis.

Specifically:

Responsibility for ensuring adequate working and living conditions for prosecutors in the Czech Republic lies primarily with the ***Ministry of Justice*** *as the central administrative body of the Public Prosecutor´s Office*. The Ministry sets the legislative framework, budgetary conditions, and personnel resources. It bears the main responsibility for the material and financial provision of the entire Public Prosecutor´s Office system (salaries of prosecutors and administrative staff, operation of buildings and their equipment, etc.).

The Government and Parliament participate in the creation of legislation and the approval of the budget, which fundamentally influence the conditions for the performance of prosecutors' duties.

An important role is also played by the Prosecutor General's Office, which coordinates the organization of the public prosecution system and provides methodological guidance.
The Prosecutor General's Office sets standards and internal rules within a certain scope that influence the culture and quality of work across the entire Public Prosecutor´s Office.

The Union of Prosecutors (a professional association) defends the material and social interests of prosecutors and legal trainees. It actively engages in matters concerning salaries, working conditions, and professional ethics.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

The Czech Republic does not have a single centralised "well-being programme" specifically designed for prosecutors. However, support for their professional well-being is ensured through a combination of the following:

- legal guarantees of independence, career progression, working conditions, and organisational structure,
- ethical and professional standards,
- professional training and development,
- organisational mechanisms for work allocation and workload management,
- general government strategies supporting mental health and quality public administration.

These elements together create an environment aimed at protecting professional integrity, mental health, and the long-term sustainability of the performance of the Public Prosecution Service.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

We consider the support of mental health among justice professionals to be a very important issue. The *Judicial Academy* has prepared a *comprehensive training* programme entitled *Support for Mental Health in the Judiciary*. This educational programme systematically connects the prevention of psychosocial risks, the development of mental resilience, and support for the long-term sustainable performance of judicial professions.

The concept is built on a three-pillar model:

1. *An e-learning module* – Mental Health in Context (available on the Judicial Academy's educational platform),
2. A programme utilising *digital e-Health tools* for individualised mental health support (being prepared in cooperation with Masaryk University in Brno),
3. *In-person training events* (e.g., Care for Mental Health as Burnout Prevention, How to Build and Maintain Health in the Judicial Environment, Health).

The seminars are provided free of charge as part of professional training. Prosecutors can also use the *Judicial Academy's e-learning portal*, where materials on mental hygiene are available for self-study.

The topic of mental health support is also incorporated into the *Judicial Academy's managerial training,* specifically in the seminar *Prosecutor as Manager and Leader.* These seminars are intended for Heads of Public Prosecutor's Offices and their deputies. They focus on coping with stress, managing conflicts and emotions, recognising signs of overload, and promoting a healthy working environment within teams.

The topics of mental health, stress management, and burnout prevention are perceived by seminar participants as highly necessary. The area of well-being support in the judiciary is gradually developing and requires further systematic expansion (particularly in the prevention of long-term professional strain).

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

See answer to Q 6.

The well-being of prosecutors in the Czech Republic is influenced primarily by high workloads, a lack of administrative support in certain areas, the psychological demands of the profession, slow digitalization, issues related to compensation, and media pressure. These factors can have a cumulative impact on working conditions, mental well-being, and the long-term sustainability of the profession.

In the Czech Republic, there is no standalone national strategy explicitly focused on the professional well-being of prosecutors. However, support for their working conditions is provided through a set of legislative, institutional, and organizational measures that together create a framework for stable and professional performance of the role (see answer to Q 6).

Partial steps already exist in the Czech Republic:

- Professional organization - the Union of Prosecutors (highlights issues that have a direct impact on the psychological burden of prosecutors),
- Code of Ethics of Public Prosecutors,
- Education within the Judicial Academy (courses help increase resilience and reduce psychological stress),
- Partial digitalization of justice (e.g., partial electronic files, modernization of information systems) has the potential to reduce administrative burdens, which are one of the main stressors.

However, a *comprehensive strategy for the well-being of prosecutors is lacking*, which would systematically address psychological stress, working conditions, and organizational culture. Research and monitoring of well-being, regular satisfaction and stress surveys, analysis of the reasons for leaving the profession, and evaluation of the impacts of working conditions on the performance of justice would be suitable.

The well-being of prosecutors is not just a matter of comfort - *it has a direct impact on the quality of criminal proceedings, the speed of decision-making, and public trust in the justice system.*

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

The *remuneration of prosecutors* in the Czech Republic is structured by law in such a way as to be comparable to the remuneration of judges and significantly above the level of ordinary civil servants.

The base salary of a public prosecutor is 90% of a judge's base salary. The so-called base salary is set by law and is derived from the average wage in the national economy. This base salary is then multiplied by a coefficient corresponding to the position and length of professional experience (except for prosecutors at the Prosecutor General's Office).

The system is designed to ensure stability, predictability, and independence of both professions, while preventing the level of their remuneration from being influenced by political interference.

From a socio-economic perspective, the remuneration of prosecutors can be considered adequate, particularly given the requirements placed on their expertise, responsibility, and the duty to maintain impartiality. The salary conditions are set to be competitive and to contribute to the prevention of corruption risks.

In recent years, however, there have been several legislative interventions consisting of the temporary "freezing" of the salary base, i.e., the suspension of its regular increase in line with the growth of the average wage. These interventions affected both judges and prosecutors.

The Constitutional Court has repeatedly held that such interventions are permissible only exceptionally, must be time-limited, justified by serious public interests, and must not undermine the institutional independence of the professions concerned.

Following the Constitutional Court's 2024 ruling, which struck down the previous freeze on judges' salaries as unconstitutional, prosecutors are seeking payment of the difference through individual lawsuits being heard by the general courts.

Note: In the Czech Republic, the issue of prosecutors' remuneration has become the subject of a preliminary ruling procedure before the Court of Justice of the European Union (C-267/26). The Czech court referred a question to the CJEU in connection with repeated interventions in the mechanism for determining prosecutors' salaries, particularly through the so-called freezing of the salary base. This step aims to clarify whether the repeated interventions by the Czech Government in judicial salaries are in line with EU standards and the Charter of Fundamental Rights of the European Union.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The profession of prosecutor in the Czech Republic is *generally respected and perceived as a key component of the criminal justice system*. The Public Prosecution Service attracts qualified lawyers primarily due to its stable institutional position, clearly defined career rules, and a remuneration system that is structured similarly to that of judges and is directly linked to it. The profession of prosecutor continues to appeal to lawyers who prefer public service, independence, and the opportunity to contribute to the protection of the rule of law.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

The Public Prosecution Service in the Czech Republic operates in a stable manner, and the working conditions of prosecutors are *generally good*. Nevertheless, there are issues that require continuous attention, in particular *remuneration, workload, and the societal recognition of the profession.*

There have been repeated interventions in the mechanism for determining prosecutors' salaries through the so-called *freezing of the salary base*. These interventions raise concerns about undermining the predictability and stability of remuneration and have become the subject of legal disputes (see above Q 9). Legislative amendments are being discussed that aim to strengthen the stability of the remuneration system and limit the possibility of repeated interventions in the salary base, with the objective of ensuring long-term predictability and the protection of the financial independence of the profession.

High workload is caused primarily by the complexity of criminal cases, the growing volume of the agenda, and limited personnel capacities. This situation may affect work efficiency and increase the risk of professional burnout. The Public Prosecution Service is therefore striving to strengthen personnel capacities, particularly at lower levels of the system, and to modernise administrative processes, including the digitalisation of criminal proceedings, which is intended to reduce administrative burden and increase work efficiency.

The profession of prosecutor is generally respected; however, public debate and the media environment can sometimes contribute to a polarised perception of their role. The Public Prosecution Service, therefore, focuses on transparent communication with the public, professional training, and other measures aimed at strengthening public confidence in the independence and expertise of prosecutors.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst officials with a management role within the service (including its territorial sub-divisions or specialised offices). Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The Public Prosecution Service in the Czech Republic forms a *four-tier system* of bodies of public prosecution (vertical structure). Its structure is strictly defined by the Act on the Public Prosecutor´s Office (and further by the Decree on the Rules of Procedure of the Public Prosecutor´s Office) and reflects the hierarchy of the court system (horizontal structure). In the Constitution, the Public Prosecution Service is placed in Chapter Three, which regulates executive power.

The administration of the Public Prosecution Service is performed by the ***Ministry of Justice***. The Ministry's task is to create the necessary conditions for the proper exercise of the powers of the Public Prosecution Service in terms of personnel, organisation, economy, finance, and training (positive definition). It is also responsible for supervising the proper fulfilment of the tasks of the Public Prosecution Service.

The administration (exercise of administrative powers) of the Public Prosecution Service *must not interfere with the performance* of the statutory powers of the public prosecution service (in both criminal and non-criminal matters) nor constitute an obstacle to its activities (negative definition). The Ministry of Justice is therefore ***not superior*** to prosecutors in the exercise of their decision-making powers.

The administrative bodies of the Public Prosecutor´s Office are the Ministry of Justice (as the central administrative body), the Heads of Public Prosecutor's Offices (including the Prosecutor General), and their deputies. In some cases, the Director of Administration is also considered a sui generis administrative body of the Public Prosecutor´s Office.

The Ministry of Justice exercises the administration of the Public Prosecution Service either directly or through the competent Heads of Public Prosecutor's Offices. The administration of the Prosecutor General's Office is always exercised by the Ministry of Justice through the Prosecutor General.

The administration of the Public Prosecution Service is regulated by the *Act on the Public Prosecutor´s Office.*

In the Czech Republic, the division of responsibilities within the Public Prosecution Service is clearly and transparently regulated by *the Act on the Public Prosecutor´s Office* and implementing regulations. The powers of the Heads of Public Prosecutor's Offices are defined in such a way as to enable effective, impartial, and accountable management of individual public prosecutor's offices.

In addition, there are *general instructions (internal normative regulations)* issued for the Public Prosecution Service system. The power to issue general instructions is vested by law exclusively in the Prosecutor General. Their main purpose is to unify and regulate procedures within the Public Prosecution Service system. These instructions are binding.

The law entrusts the Prosecutor General with the power to issue a *model organisational order* for the Public Prosecution Service. This instruction establishes uniform principles for the organisation of the Public Prosecution Service and rules for determining the specialisations of prosecutors.

Note: The organisational order determines how the Public Prosecution Service is internally structured and creates the framework within which work is assigned and performed. The approval order then determines the practical mechanism by which files are distributed among prosecutors.

The allocation of work within the Public Prosecution Service is determined by the *Heads of Public Prosecutor's Offices* at all levels of the system (district, regional, high, and the Prosecutor General's Office). These heads are obliged to issue an *organisational order* that defines the internal structure of the office, the powers of individual representatives and organisational units, as well as the rules governing their mutual relations. At the same time, they are responsible for determining *the professional specialisations* of prosecutors and for the even distribution of their workload.

Although there is no explicit national policy focused on *"workload management"* for prosecutors, in practice, internal rules for file allocation are applied, along with the possibility of redistributing cases in the event of extreme workload and strengthening administrative support (assistants).

The allocation of files must be transparent and predictable. The removal of an already assigned case is possible only exceptionally and must be properly justified.

The Heads of Public Prosecutor's Offices thus have *sufficient powers and tools* to ensure the efficient operation of the office, to establish the organisational structure, to provide professional and equitable allocation of agenda, to determine specialisations, and to ensure the impartial exercise of the powers of the Public Prosecution Service. These powers enable them to act effectively, impartially, and in accordance with the law.

Note: At present, discussions are underway regarding the reorganisation and merger of certain smaller courts and public prosecutors' offices into larger units. The Minister of Justice has stated that this intention represents a step towards a more efficient, specialised, and economical justice system, without interfering with its independence. This process, however, also requires the adjustment of organisational orders and a clear definition of the competences of the newly established units.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst officials with a management role within the prosecution service?

Yes, in the Czech Republic, clearly defined legal and organisational mechanisms are in place that prevent the disproportionate transfer of responsibility between Heads of Public Prosecutor's Offices, while at the same time ensuring a fair, transparent, and professionally justified allocation of work within the Public Prosecution Service.

These mechanisms are based on the Act on the Public Prosecutor's Office and are further elaborated in internal regulations, in particular in the organisational orders of individual public prosecutor's offices and in general instructions issued by the Prosecutor General's Office. See also the answer to Q 12.

14. Are there ethical and professional standards or requirements for prosecutors, including officials with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Prosecutors in the Czech Republic, including Heads of Public Prosecutor's Offices, are subject to *clearly defined ethical and professional standards designed to ensure their impartiality, objectivity, and independence*. These obligations stem primarily from the Act on the Public Prosecutor´s Office and the Code of Ethics for Prosecutors. Prosecutors are required to act fairly, free from external influences, and in a manner that does not undermine public confidence in the independence of the Public Prosecution Service.

The Czech legal order imposes *strict restrictions on political engagement*. Prosecutors are prohibited from being members of political parties or political movements, from standing as candidates in elections, or from holding political office. They must also refrain from any participation in political campaigns or public statements that could create the impression of political bias. These restrictions apply to all prosecutors without exception, with particular emphasis placed on Heads of Public Prosecutor's Offices due to their representative role and responsibility for safeguarding the institutional independence of the prosecution service.

This framework ensures a high degree of political neutrality and strengthens public confidence in the impartial performance of criminal justice in the Czech Republic.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

In connection with ensuring the effective management of the Public Prosecution Service, several areas can be identified that present certain challenges:

- possible uneven workload in certain specialised agendas (e.g., serious financial, economic, and cybercrime, organised crime, and criminal offences with a cross-border element),
- increasing demands on professional specialisation and coordination between the various levels of the system, as well as on methodological guidance,
- personnel and capacity constraints in certain regions,

- high administrative burden on Heads of Public Prosecutor's Offices.

These factors could, in certain situations, complicate the achievement of an even distribution of responsibility and the effective performance of managerial functions by Heads of Public Prosecutor's Offices.

To address the above issues, the following measures are being adopted and further developed, in particular:

- strengthening the organisational framework through updated organisational orders and general instructions, which regulate in greater detail the specialisations of prosecutors,
- continuous monitoring and balancing of workload, including limiting the accumulation of particularly demanding cases by individual prosecutors,
- rules for the allocation of cases and the internal structure of individual public prosecutor's offices,
- more effective delegation of managerial and administrative tasks,
- systematic personnel planning and support for professional training,
- efforts to strengthen targeted support for agendas and regions with the highest workload.

These measures together create a stable framework that supports the effective, impartial, and transparent functioning of the Public Prosecution Service and contributes to an even and fair distribution of responsibility at all levels of the system.

At the same time, methodological guidance and the unification of practice are being strengthened through general instructions and methodological materials issued by the Prosecutor General's Office, which contributes to predictable and transparent management.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Prosecutors have a duty to communicate with the public and the media in a transparent, truthful, and lawful manner, while at the same time protecting the integrity of criminal proceedings, the presumption of innocence, and public confidence in the impartiality of justice.

A full-time professional press spokesperson operates only at the Prosecutor General's Office, which reflects the specific agenda of this highest authority within the public prosecution service. Their role is to handle media enquiries concerning the Prosecutor General's Office, coordinate the media appearances of the Prosecutor General, organise press conferences, and provide methodological support to colleagues at lower levels of the prosecution service.

The fundamental rule is that communication with the media regarding a specific case is handled by the supervising prosecutor in charge of the case (usually within the exercise of supervision over the legality of the pre-trial proceedings). The supervising prosecutor has the most complete

information and is best placed to assess what information and to what extent it may be disclosed at a given stage of the criminal proceedings without jeopardising their purpose.

If, for any reason, the supervising prosecutor is unable to communicate with journalists, this responsibility is assumed by the head of the public prosecutor's office or their deputy (see also Q 17).

Certain other public prosecutor's offices with a high number of high-profile cases also have designated *press spokespersons*. For example, the Metropolitan Public Prosecutor's Office in Prague has a press spokesperson who responds to media enquiries directed not only at the Municipal Office but also at the lower-level district public prosecutor's offices in Prague. This spokesperson is a prosecutor who, in addition to media duties, also carries out their regular professional agenda.

Every public prosecutor's office publishes on its *website*, among other information, a contact point designated for communication with the media. This is usually the contact of the head of the public prosecutor's office or their deputy who is authorised to communicate with the media.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

The Head of the Public Prosecutor's Office bears full responsibility for their office, including responsibility for media communication and the media image of the institution, which is directly linked to public confidence. The legality and impartiality of the prosecution service's actions in a given case must not be called into question.

If, therefore, the supervising prosecutor is unable or unwilling to communicate with journalists for personal reasons, for example, this duty is assumed by their superior prosecutor. Similarly, it is the responsibility of the superior prosecutor to take over this role in situations where they conclude that their subordinate is unable to perform this task properly or adequately.

In cases where it is necessary to respond to the conduct of a specific public prosecutor's office in a particular criminal case – for example, when refuting false or misleading information in the media that could undermine the course and integrity of criminal proceedings or threaten the credibility of the public prosecution service as a whole – this communication role is assumed by the Prosecutor General or her deputies.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The Commentary to the Code of Ethics for Prosecutors recommends *caution when using social media. It advises restraint, particularly when publishing photographs or videos from a prosecutor's private life, as even such content may undermine their credibility if perceived as undignified.*
The Prosecutor General's Office provides professional support in handling media enquiries and in communicating about cases handled by lower public prosecutor's offices. This support is provided through media training and workshops organised in cooperation with the Judicial Academy. *The seminars are led by a professional press spokesperson together with other*

experts in media communication. The training helps improve prosecutors' skills in dealing with the media, highlights potential risks, and recommends appropriate communication practices.
The CCPE emphasises that prosecutors have a duty to communicate with the public and the media in a transparent, truthful, and lawful manner, while also protecting the integrity of criminal proceedings, the presumption of innocence, and public confidence in the impartiality of justice.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Within the framework of the organised training sessions, attention is drawn to unfair practices used by certain unscrupulous journalists. Prosecutors are familiarised with the main principles of crisis communication. The prudent use of social media is also recommended, as it allows for active, direct, and unfiltered communication with the public without the need to rely on journalists as intermediaries.

For example, the Prosecutor General's Office, both High Public Prosecutor's Offices, and the Metropolitan Public Prosecutor's Office in Prague currently maintain official accounts on the social network X. These accounts are used not only for more effective dissemination of their press releases but also to refute or correct distorted information where necessary.

This is particularly relevant in situations where the media rely on information from defence counsel for high-profile defendants and question the legality of actions taken by the criminal justice authorities. The public prosecution service is then forced to respond to such improper attacks already during the non-public pre-trial proceedings.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

At present, the prosecution system uses the Information System of the Public Prosecutor's Office ("ISYZ") for both the exercise of its competence (the exercising of prosecutorial jurisdiction) and for actions related to the administration of the prosecution. ISYZ includes registers for individual types of proceedings and recording aids kept at the prosecution office (e.g. the book of custody, the book of deposits, and the filing system).
However, *standard "paper" files are also kept at the same time*. Thus, in the Czech Republic, we have *a hybrid system* of keeping the prosecution's agendas (i.e. including agendas related to the administration of the prosecution). ISYZ is a unified but decentralised system used by the entire prosecution system, i.e. a total of 97 individual offices.
In subsequent years, ISYZ has been integrated with other judicial information systems such as ISAS (Information System for Court Administration), CESO (Central Register of Prosecuted Persons) and, in particular, IRES (Information Budget and Economic System). IRES is the information system in which the economic agendas of the prosecution service are kept. Another system used in the personnel administration of the Prosecution service is the Datacentre information system.

These systems are currently operational, technically and conceptually outdated. Nevertheless, modern functionalities such as the possibility of electronic signing (e-signature) or the possibility of electronic delivery by linking to the ISDS (Information System for Data Boxes) have been added to them through gradual development.
Although the employees of the prosecutor's office use the system, all the documents and files of the prosecutor's office are primarily kept in paper form, which makes it very difficult, time-consuming and often impracticable for employees to search for specific information. Due to its documentary form, only one authorised person (e.g. the investigator) has access to the file at any one time. In the event of a need to share the file, documents are copied or the physical file is sent to the person concerned, e.g. resolution of appeals in both criminal and civil proceedings.
The Prosecution service is currently preparing a project for *digitisation of the prosecution service*. Within the framework of this project, a completely new information system of the prosecutor's office will be developed - ELVIZ (Electronic Information Management of the Prosecutor's Office).
However, this project faces significant risks due to the fact that the e-SPIS system being developed by the Ministry of Justice for the entire justice sector is not yet ready.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

See answer to Q 20.

Modern features, such as the ability to use electronic signatures (e-signatures) or electronic delivery via integration with the ISDS (Information System for Data Boxes), have been gradually added to the systems currently in operation.

As of 20 February 2025, justice sector employees may use Microsoft Copilot Chat. Copilot Chat is an AI chatbot tool integrated into the Microsoft 365 tenant. The tool enables more efficient work with legal texts, document analysis, and automation of routine tasks.

Other products utilising AI or certain AI elements used by public prosecution services include:
Newton Dictate – a tool for converting speech to text
Beey – a tool for transcribing audio recordings into text
Word Dictate – a speech-to-text tool (part of Microsoft 365)
DeepL – a translation tool.

AI is also integrated into various legal information systems and databases of legislation, case law, and professional publications utilised by public prosecution services and also to the training of prosecutors.

AI and modern technology must not compromise or undermine the independence and impartiality of public prosecution services. AI can serve as an effective tool to support decision-making in criminal proceedings (e.g., analysis of evidence, legal status, and prior judicial decisions – case law). However, this very aspect places significant demands on the ethics of professional conduct. Particularly in criminal proceedings, the principle should apply that

decisions about a person should be made solely by a person. Any use of AI tools must be strictly supportive in nature, with full responsibility resting on the decision-maker.

The impacts of the aforementioned digitization of the entire public prosecutor's office system include *the complete digitization of the public prosecutor's office's records* (with the exception of documents containing classified information). Last but not least, it is also worth mentioning the possibility of *data sharing* with other information systems used by the police, the courts, or other public authorities.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Although modern technologies offer significant benefits to prosecutors, they also entail risks, primarily related to cybersecurity, the protection of sensitive data, the functionality of information systems, and the availability of digital services.

The digitisation of the public prosecution's agendas has its clear positives, but also risks that need to be periodically evaluated and measures to reduce or eliminate them need to be taken.
Digitisation brings major requirements in terms of electronic security and data protection (including personal data), in particular:
- a properly set access permissions regime
- log management
- secure infrastructure, including content encryption
- ensuring authentication, authorisation and data integrity
- interoperability standards for the information systems of different public authorities

Potential issues are being addressed through the gradual modernization of the judiciary, the strengthening of security measures, the development and standardization of key systems (such as electronic case files), the establishment of guidelines for the safe use of AI, and the promotion of digital literacy. It is essential to comply with existing laws and regulations governing cybersecurity and the protection of personal data.

At the same time, emphasis is placed on better coordination of digitization projects and the involvement of experts to ensure that technology truly facilitates the work of prosecutors and does not jeopardize the fair conduct of proceedings.

A major challenge for all States is *to keep "with the times"*. The State and its agencies are often unable to keep up with the private sector due to the complexity of the procurement regime. In this regard, there is a need for transparent but contemporary and effective forms of procurement in the ITC sector.
At the level of the central bodies of the prosecution administration, it is necessary to have a clear idea of the architecture of the information systems of the judiciary in a broader sense, it is necessary to have clear rules for the renewal of SW and HW (avoiding components that pose security risks, not only from a technical but also from an international political point of view). These issues are also linked to financing and therefore to the budgetary sphere. A major risk is underfunding in this area and unclear rules on the priorities of individual projects. In the Czech Republic, a major shortcoming is that the state is not able to pay quality IT professionals, and the salary options for state employees are uncompetitive with the private sector. Poorly paid professionals can also become a risk in relation to the high sensitivity of the data that the prosecutor's office works with in the exercise of its competence

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- **combatting specific forms of crime,**
- **or in organisational matters, such as training on management,**
- **international co-operation,**
- **public relations, and/or;**
- **technological developments?**

Yes. Training programs for prosecutors in the Czech Republic largely include specialized training in key professional and organizational areas. Through the Judicial Academy, training is systematically provided on combating specific forms of crime, international judicial cooperation, management and organizational skills, communication with the public and the media, as well as technological developments and their impact on the work of the Public Prosecutor's Office.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Yes. Specialized training meets the current needs of public prosecutors, as it is continuously adapted to new and evolving forms of crime and reflects current developments in criminal activity, legislation, and case law, particularly through the educational programs of the Judicial Academy. The Judicial Academy's annually updated activity plan responds to the current professional needs of prosecutors and ensures appropriate training.

At the same time, it should be noted that the General Prosecutor's Office is currently working on a new concept for the training of prosecutors, covering both general professional and specialized training.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

At present, no specific concerns or issues regarding the availability of specialized training for prosecutors have been identified.

At the same time, it is generally desirable to continuously update training programs in response to developments in the legal environment, legislative changes, and international standards in order to ensure a high level of professional competence in the long term. See also Q 24.

Denmark/Danemark

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   In Denmark, the protection of prosecutors is regulated through general legislation (e.g. criminal law provisions concerning threats against public officials), and therefore no specific rules exist for prosecutors as such.
   The Prosecution Service represents the state in criminal proceedings, and prosecutors may therefore potentially be targets of violence, threats, and harassment from criminal environments, etc. The Prosecution Service continuously monitors this area through established reporting schemes, and internal guidelines have also been issued on the matter.
   The existing framework is considered sufficient.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   The police may implement protective measures if, for example, a prosecutor is subjected to threats in connection with a specific criminal case. This will be based on an individual risk assessment.
   Depending on the circumstances, such measures may include police protection in more serious cases, the provision of a personal alarm, the issuance of a restraining order, etc.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   All prosecutors are issued with physical ID cards, which must be worn visibly whilst on workplace premises. All staff are regularly reminded that no one must be allowed access to the buildings without first presenting their access cards.

   All prosecutors have security clearance to the classification level "Confidential". As a part of this process, the prosecutors receive a security briefing.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

   Nothing to note.
   However, it may be added that, at the political level in Denmark, there is a general focus on legislative initiatives aimed at strengthening the protection of public employees and their relatives. This has, inter alia, resulted in the possibility of refusing requests for access

to documents in a personnel case where the request forms part of harassing conduct directed at the public employee.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

   Yes. This is addressed both at the institutional level and at the managerial level within the Prosecution Service, supported by the general framework governing public sector employment.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

   The well-being of prosecutors is given high priority, and continuous efforts are made to develop new initiatives to support a healthy working environment within the Prosecution Service.

   Currently, the Prosecution Service is participating in a research collaboration conducted by University of Southern Denmark (ADAPT). The project examines occupational well-being within the Danish Prosecution Service. It is a three-year cohort study of public prosecutors based on questionnaire data combined with absence data and registrations of case types and caseload. In addition, qualitative sub-studies are conducted in the form of semi-structured interviews to examine prosecutors' experiences of conducting cases in court, as well as their use and perception of social support. The project is currently in its final phase, in which specific HR data are being combined with the responses from the cohort study.

   Examples of existing guidelines and practices in this area include:

   - *Regular well-being surveys are conducted within the Prosecution Service, followed by well-being dialogues.*
   - *Annual individual performance and development reviews are conducted, along with follow-up meetings.*
   - *The Director of Public Prosecutions has issued "Guidelines on coping strategies and support measures when prosecutorial work places high emotional demands." These guidelines provide direction on what management, colleagues, and individual prosecutors can do to prevent and manage situations where the work involves significant emotional strain. In addition to preventive measures such as day-to-day dialogue, supportive/debriefing conversations, and the implementation of specific support measures for individual prosecutors, the guidelines also outline concrete courses of action for employees, managers, union representatives, or mentors. This includes, for example, contacting other professional actors in a case—such as the judge or defence counsel—if a prosecutor has experienced inappropriate behavior. Reporting and any subsequent follow-up on incidents in court are supported by a reporting scheme, enabling the mapping of the nature and extent of, as well as responses to, inappropriate conduct by professional parties involved in cases.*

- *Annual "check-in conversations" are held with experienced prosecutors. These are conducted by the Working Environment Consultant at the Director of Public Prosecutions' Office, who is a trained psychologist. The purpose is to place mental health on the agenda and acknowledge that prosecutorial work can be demanding. The conversations provide an opportunity for individual reflection and professional sparring on well-being. Topics may include:*
    - *experiences of isolated but particularly stressful incidents, verbal abuse from professional counterparts, or cases with a strong emotional impact;*
    - *strategies for managing time pressure and heavy workloads;*
    - *experiences of influence, social support, professional sparring, and other factors relevant to well-being.*
- *Prosecutors have access to psychological assistance where a specific need is identified.*

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   Within the first three years of employment in the Prosecution Service, all Danish prosecutors are required to complete a foundational training program. Part of this program includes instruction and guidance on addressing challenges to professional well-being and maintaining mental resilience. The sessions are conducted by a psychologist, who explains how the work of a prosecutor can be emotionally demanding and provides strategies for managing such pressures effectively.

   Please see the answer to question 23 for further information about the training program for all newly hired prosecutors.

   In addition, all experienced prosecutors participate in annual consultations with a psychologist, where they have the opportunity to discuss how their work may affect them, including its impact on their private lives.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   Burnout remains an ongoing area of focus within the Danish Prosecution Service. Its prevalence, as well as proposals for preventive measures, are being examined in the ADAPT project, which aims to increase knowledge about the risk of burnout and to inform the implementation of initiatives to strengthen well-being and the working environment within the Prosecution Service.

   The primary risk factors for burnout are high quantitative demands, verbal abuse from professional counterparts in court, and emotionally challenging cases.

   The "check-in conversations" were introduced, inter alia, on the basis of preliminary recommendations from the ADAPT project. In addition, as a new initiative, optional debriefing sessions with a psychologist have been introduced as part of the basic training program.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

In Denmark, the remuneration and socio-economic conditions of prosecutors are generally comparable to those of other legal professions in the public sector. It is the assessment of the Prosecution Service that salaries within the Prosecution Service are competitive in relation to other comparable agencies, etc.
Salaries are thus generally considered adequate in relation to national standards; however, differences in the cost of living—particularly between the capital and other parts of the country—may affect the perceived adequacy.
The Prosecution Service continuously assesses recruitment and retention.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The role of the prosecutor is respected in Denmark, and the Prosecution Service is regarded as an important part of the justice system.
There is a strong level of interest in positions within the Prosecution Service from well-qualified lawyers — both recent graduates and experienced practitioners.
For many years, the Prosecution Service has been among the preferred employers for law students, even in strong competition with large, well-funded private companies. The Prosecution Service performs a highly important societal function, and the students we recruit consistently report that it is very meaningful for them to work independently on criminal cases and to stand at the forefront when cases are decided in court. They contribute directly to upholding the rule of law.
The Prosecution Service participates in career fairs, etc., and annually hosts a summer school for selected law students.
There is a strong and ongoing focus on maintaining the Prosecution Service as an attractive workplace.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Key challenges include the risk of burnout and increasing case complexity. With regard to measures already implemented, reference is made to the response in Section II.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Yes, there is a clear and structured allocation of responsibilities within the Danish Prosecution Service, including between different levels of management and across regional and specialised units.
Prosecutors in managerial positions are vested with the necessary authority to ensure effective and impartial case handling.
The allocation of tasks is determined internally within the Prosecution Service by the Director of Public Prosecutions, who heads the Prosecution Service in criminal law matters, as well as in administrative and development-related matters. This allocation is based on legislation, internal guidelines, and administrative practice.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The Director of Public Prosecutions continuously monitors this area.
Under the recently concluded multi-year agreement for the police and the Prosecution Service for the period 2026–2030, it is envisaged that the Prosecution Service will be strengthened by approximately 260 full-time equivalent positions by 2030.
The ambition is for this expansion to take place with the greatest increase occurring at the beginning of the multi-year agreement period.
The financial allocation model ensures that all prosecution offices will be strengthened significantly, with some offices expected to experience a greater increase in staffing levels than others.
Accordingly, the Director of Public Prosecutions is currently assessing whether, and to what extent, there is a need for organizational changes, for example in the form of additional managerial positions.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

As an employee of the Prosecution Service—whether as a staff member or a manager—you are subject to the requirement of decorum (the dignity requirement). This means that both at work and in your private life, you must conduct yourself in a manner that is appropriate and becoming of your position.

The dignity requirement entails that, through one's conduct and statements, one demonstrates oneself worthy of the respect and trust that the position requires. Within the Prosecution Service, work is guided by the principles of objectivity, independence, and integrity. It is therefore essential that employees live up to the particular trust and confidence that the public has—and must be able to have—in the Prosecution Service.

Prosecutors must also be mindful of their special role, as they must be and appear objective, so that no doubt can arise—and so that the public can be assured—that no improper considerations influence the handling and prosecution of criminal cases in court.

Accordingly, an employee of the Prosecution Service may be disqualified from handling certain cases if their private statements give rise to doubts about their objectivity.

It should further be noted that public employees enjoy a wide scope of freedom of expression, as it is important in an open democracy such as Denmark that public employees are able to share their knowledge and views. However, exercising this freedom presupposes an understanding of its scope and limits.

The framework for public employees' freedom of expression can be summarised as follows:

- *It must be made clear that statements are expressed in a personal capacity and not on behalf of the authority.*
- *Confidentiality obligations must not be breached.*
- *Statements must not be defamatory or insulting, for example by making libellous remarks.*
- *Statements must not be expressed in an unreasonably offensive manner or include manifestly incorrect information on significant matters within one's own field of work.*

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

See above under Question 13 regarding current considerations on the span of control within the Prosecution Service.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

The Danish Prosecution Service employs communication officers both locally and within the central departments to advise prosecutors on press relations and to ensure a good and open collaboration with the media

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

Yes, both senior management and individual prosecutors gives interviews. Senior management typically handles more complex and cross-cutting topics and cases, while the individual prosecutors provide statements on the specific criminal cases they are prosecuting in court.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

A wide range of laws, regulations, ethical codes and practices help establish the framework for the Prosecution Service's communication. These concern, among other things, transparency in the administration of justice, the right of access to documents, confidentiality, professional integrity, and the balance between openness and consideration for the parties involved in criminal cases.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

We have no immediate concerns regarding the regulation of the relationship between the press and the Prosecution Service.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work as a prosecutor in the Danish Prosecution Service is digitalized to a very large extend. There are very few analogue, paper-based work processes left, as Digital work flows are required to solve most tasks. Similarly, prosecutors are fully reliant and dependant on the use of modern technologies. The printers are still operational, however there are no requirements that one party or entity must present casefiles on paper e.g. in court.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Some examples would include electronic files in all cases that requires equivalent huge storage facilities across all judicial government branches. Video conferences facilities are abundant and is frequently used in pretrial court sessions.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

There is a general concern regarding reliability and transparency of digital evidence because more often than not criminal cases in 2026 include ai, surveillance technologies, which can be difficult to digest and verify. Moreover, the requirements to the prosecutor technical expertise is challenging, which can create an imbalance when evaluating the validity or importance of a given technical evidence.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

We place a strong emphasis on our newly appointed prosecutors and we provide both essential training programs and continuous professional development for our prosecutors throughout their careers. In addition, we host conferences for senior prosecutors, fostering ongoing growth and the advancement of expertise across our entire team.

Below is a summary of the training opportunities available to prosecutors throughout their careers.

Within the First Three Years of Employment in the Prosecution Service
All Danish prosecutors are required to complete a foundational training program during the first years of their employment. The program concludes with a final examination, which includes both theoretical and practical components, taken after completing eight training courses.
The purpose of the examination is to assess whether the newly hired prosecutor has acquired the qualifications necessary for appointment as a prosecutor. It evaluates whether the deputy prosecutor has, during the training program, acquired the knowledge, skills, and professional attitudes that the Prosecution Service aims to develop.

All newly appointed prosecutors are assigned a mentor during their basic training. The mentor, an experienced prosecutor, provides guidance on professional, personal, and practical matters. The prosecutor meets regularly with their mentor to review a development plan for the upcoming period.

Within the First Ten Years of Employment in the Prosecution Service
Within the first ten years of employment, the prosecutor is required to commence a two-year rotational assignment in a higher authority within the prosecution service. During this period, the prosecutor is also required to appear before the High Court on a monthly basis.

Additionally, prosecutors participate in two courses organized by the Office of the Director of Public Prosecutions. These courses provide knowledge relevant to the rotational position and are structured around three core learning areas: Legal work, holistic perspective, and professional knowledge and administration.

During the rotation assignment, supervisors work with the prosecutor to complete a development plan, which is submitted to the Director of Public Prosecutions for approval.

After two years, the supervisor evaluates the prosecutor's performance. This assessment covers legal work capabilities, understanding of organizational processes, proficiency in oral and written case management, and professional and social collaboration skills. The evaluation form is submitted to the Director of Public Prosecutions and also sent to the office where the prosecutor will continue their employment following the completion of the rotation assignment.

Training of all prosecutors
We offer a comprehensive training catalogue accessible to all prosecutors, enabling them to apply for participation in a wide range of courses. These include programs addressing various categories of criminal offences, such as economic crime, complex violent crime etc.

In addition, we provide courses focusing on legal practice, including prosecutorial advocacy, effective interviewing techniques, and criminal procedure.

Our training activities also cover international mutual legal assistance and extradition, as well as specialized fields such as digital sexual offences, online crime, and cybercrime, thereby ensuring that participants acquire up-to-date knowledge of technological developments that may give rise to new forms of criminal activity.

Leadership development constitutes another key area of focus. We offer several courses for managers, including an internal leadership program and a human resources leadership program.

Furthermore, we maintain an inspiration catalogue of external courses that may be relevant for prosecutors. Prosecutors may apply for funding to cover the costs of such external courses, and annual budgets are allocated to support participation in them.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

As part of their training, all prosecutors receive media training. In addition, experienced prosecutors and managers receive media training as needed.
We continuously adapt our training program to keep pace with developments in the crime landscape and to address emerging training needs. We routinely take account of feedback from prosecutors and respond when they indicate a need for additional training in a particular area.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Developing educational content involves the ongoing challenge of keeping pace with the ever-evolving nature of crime. When a new development emerges, we must first recognize it and then identify an instructor with the necessary expertise to teach it effectively. This process takes time, meaning that training will often trail behind shifts in the crime landscape.

Estonia/Estonie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   In Estonia, the protection and security of prosecutors and their family members are not regulated as a separate and comprehensive framework. Some individual legal provisions may be found that indirectly relate to the protection of prosecutors, but the safeguards currently in place are limited and focus primarily on remedying consequences rather than preventing attacks or threats directed at prosecutors or their family members.

   Security- and protection-related safeguards may be regulated at the level of legislation, the adoption of which falls within the competence of the Riigikogu. Proposals for legislative amendments are submitted by the minister responsible for the field (currently the Minister of Justice and Digital Affairs) through the Government.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   One safeguard provided for prosecutors or their family members is contained in Section 24 of the Prosecutor's Office Act, pursuant to which the State compensates a prosecutor or their family member for property damage caused in connection with the performance of prosecutorial duties. In certain cases, this may also cover property damage resulting from attacks directed against a prosecutor or a member of their family. In practice, however, such situations occur rarely.

   In addition, internal regulations of the Prosecutor's Office provide for security measures within prosecution office premises, ensuring the physical safety of prosecutors while performing their duties on-site. Prosecutors' digital security is ensured primarily through the official IT systems and work tools used for the performance of their duties, which are subject to applicable data protection and information security requirements. At present, however, there are no measures aimed at safeguarding prosecutors' physical safety, privacy and digital security outside the performance of official duties.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   Prosecutors have received training and guidance related to digital hygiene, which is primarily intended for use in the performance of official duties but also provides useful knowledge applicable to prosecutors' personal digital security outside work. However, training designed to promote the physical safety and security of prosecutors is not provided.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

   At present, there is no clear or comprehensive regulatory framework addressing the personal security of prosecutors and their family members, such as procedures for responding to threats, harassment, surveillance or public pressure. Legal acts do not provide specific measures for such situations, nor are there established guidelines aimed at preventing security-related risks. The Prosecutor's Office Act contains one measure focused on remedying consequences, namely the compensation of property damage. This measure is insufficient in the context of various possible forms of attack and, in particular, does not address the prevention of security risks.

   The Prosecutor's Office has expressed its views on the draft legislation ratifying the Convention for the Protection of the Legal Profession, emphasising the need to ensure better protection for lawyers against attacks and intimidation. Comparable protection mechanisms provided for in the Convention should also be considered for prosecutors and judges, who are not afforded protection at a similar level under the existing regulatory framework.

   Overall, the current regulation is limited and fragmented and focuses only to a certain extent on compensating consequences. There are no provisions or guidelines for responding to specific attacks, nor have measures been established for the prevention of attacks or for the assessment and management of security risks associated with the prosecutorial profession.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

   The well-being of prosecutors is addressed on a day-to-day basis, taking into account the specific nature of their work, which is often mentally and emotionally demanding and involves a high level of responsibility. The importance of prosecutors' well-being is recognised both in terms of the quality of their work and the overall efficiency of justice.

   Prosecutors' well-being is primarily supported through motivational measures and the application of a special regulatory framework, which includes support for both mental and physical health, as well as certain benefits aimed at maintaining work-life balance and improving overall well-being. The responsible authority in this regard is the Office of the Prosecutor General.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Professional well-being of prosecutors is supported through the Prosecutor's Office strategy and development plan, where staff retention and well-being constitute one of the key thematic areas.

In addition, this topic is regularly addressed through satisfaction surveys carried out within the organisation, which allow feedback to be collected from employees and enable an assessment of the effectiveness of existing measures and the need for further development.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   Yes, prosecutors regularly receive training, advice and guidance related to their professional well-being. This topic is consciously kept in focus, and opportunities such as supervision, coaching and similar forms of support have also been made available.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   The main challenges related to prosecutors' well-being are a high workload and pressure arising from the nature of the work. To better understand these challenges, working time mapping has been initiated, enabling managers to gain an adequate overview of the actual workload of employees and, where necessary, adjust work organisation. Additional positions have also been created within the organisation to allow a better distribution of workload. Furthermore, during more demanding periods, various forms of support have been offered to employees, including counselling, supervision and coaching, to support their mental well-being and coping capacity.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

   Prosecutors' remuneration is generally competitive and comparable to other positions in the public legal sector. However, differences exist in comparison with certain professional groups, such as judges, particularly regarding working conditions. For example, prosecutors currently do not benefit from an extended annual leave which was previously provided for by law. The restoration of this entitlement is considered important to support work-life balance and prevent burnout.

   In addition to remuneration, other socio-economic factors are also relevant, such as workload and the level of responsibility. Taking these aspects into account, it is important to continuously assess the adequacy of remuneration and benefits and their alignment with the socio-economic conditions of the country as well as regional differences in the cost of living.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The profession of prosecutor is respected in Estonia, which is also reflected in employer attractiveness surveys. In the annual survey of attractive employers, the Prosecutor's Office has consistently ranked among the top ten preferred employers among law students. In recent years, the Prosecutor's Office has risen to the top five most attractive employers and has shown an upward trend in these rankings. This indicates that the prosecutorial profession can compete with other legal career paths and attract strong and motivated young legal professionals.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

The main concerns related to prosecutors' working conditions include a high workload, insufficient remuneration of support staff and the loss of several previously existing benefits, such as extended annual leave and a special pension scheme. Working conditions have also been affected by budget cuts in recent years.

To address these challenges, attention should be paid to balancing workload, ensuring competitive remuneration for support staff and considering the restoration of previous benefits or their replacement with other motivating measures. It is also important to ensure sufficient and stable funding in order to maintain the quality of prosecutorial work and the attractiveness of the Prosecutor's Office as an employer. In addition, recruitment strategies should increasingly take into account how to make the prosecutorial profession attractive not only to students and early-career lawyers but also to experienced legal professionals from other sectors, including by offering competitive conditions, development opportunities and more flexible working arrangements, as well as facilitating mobility between different legal professions.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The division of responsibilities and the management structure within the prosecution service are clearly and transparently regulated at the level of the Prosecutor's Office Act and the Statutes of the Prosecutor's Office. The Prosecutor's Office Act defines prosecutorial positions (Prosecutor General, Chief State Prosecutors, Chief Prosecutors,

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

Senior Prosecutors, etc.) and their general roles. It also establishes that the Prosecutor's Office performs its tasks independently and that prosecutors are independent in the performance of their duties and act in accordance with the law (Sections 1(1¹) and 2(2) of the Prosecutor's Office Act).

The Statutes of the Prosecutor's Office further specify the management and organisational tasks of the State Prosecutor's Office and the district prosecutor's offices, including their territorial structure (Section 7 of the Statutes). The Prosecutor's Office is headed by the Prosecutor General, who is vested with extensive powers to organise the work of the prosecution service, including matters relating to internal rules, allocation of work and supervision (Section 8(1) and (2) of the Statutes).

Chief State Prosecutors and Chief Prosecutors are responsible for managing the work of the relevant departments of the Office of the Prosecutor General and district prosecutor's offices, respectively. They are authorised to organise work, issue service-related instructions, supervise subordinate prosecutors and decide on the allocation of work (Sections 15(2) and 22(2) of the Statutes). Prosecutors in management roles are thus entrusted with sufficient authority to manage their units efficiently and impartially. Responsibilities are defined along functional and territorial lines.

The allocation of work within the prosecution service is based on work allocation plans. In the Office of the Prosecutor General, work allocation is determined by the Prosecutor General in cooperation with Chief State Prosecutors, while in district prosecutor's offices it is determined by the Chief Prosecutors (Sections 8(1)-(2) of the Prosecutor's Office Act; Sections 16 and 24 of the Statutes). As prosecutorial independence is guaranteed at the legislative level, managerial powers may not be used to interfere with the substantive resolution of individual criminal cases.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

There are no specific measures, restrictions or criteria laid down in the existing legal framework aimed at preventing an unequal distribution of responsibility and workload among prosecutors holding management positions. For example, no maximum number of subordinates is prescribed.

The scope of workload and responsibility of prosecutors in management roles depends primarily on the size of the district prosecutor's office or department, the number of subordinates, regional or subject-matter specific characteristics, as well as the number, complexity and volume of criminal cases handled both by the manager and their subordinates.

Balancing workload and responsibility among prosecutors in management roles may take place through internal management practices and organisational decisions. For instance, a prosecutor in a management role may delegate certain tasks to a subordinate, while remaining responsible for the proper execution of those tasks.

In summary, the legal framework does not provide specific mechanisms for the systematic assessment or redistribution of responsibility and workload among prosecutors in management roles.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

The activities of prosecutors, including those holding management positions, are governed by professional ethical standards laid down in the Prosecutors' Code of Ethics. The Code requires all prosecutors, including those in managerial roles, to act impartially, independently and objectively, to avoid conflicts of interest, to maintain professional confidentiality and to refrain from conduct that could undermine the reputation of the prosecutorial profession or the Prosecutor's Office. It also emphasises prosecutorial independence and the obligation to resist any pressure that could compromise objectivity (Sections 2, 5 and 6 of the Prosecutors' Code of Ethics).

Participation of prosecutors in political activities is restricted at the legislative level. Section 30(1) of the Prosecutor's Office Act provides that a prosecutor may not be a member of a political party. In addition, Sections 30(2) and (3) of the Prosecutor's Office Act prohibit the Prosecutor General from engaging in secondary activities that would hinder the performance of official duties or call into question impartiality. Similar restrictions applicable to other prosecutors are set out in Section 60(2) of the Public Service Act, in conjunction with Section 14 of the Prosecutor's Office Act. These restrictions may also apply where a prosecutor is not formally affiliated with a political party but acts, or appears to act, in a politically biased manner. The restrictions apply equally to all prosecutors.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Although the management structure and the distribution of responsibilities within the prosecution service are normatively clear, certain challenges arise in practice. Existing legal acts grant prosecutors in management roles broad powers, but do not establish specific standards regarding managerial workload, the number of subordinates or the availability of necessary resources. As a result, workload may become disproportionately concentrated on certain management positions, particularly where a Chief Prosecutor is required to perform prosecutorial tasks in criminal proceedings in parallel with management-related duties. Limited resources may, in turn, lead to overall overload at the level of an entire department or district prosecutor's office.

To address these challenges, solutions rely primarily on internal organisational measures, such as adjustments to work allocation plans and redistribution of criminal cases. At the legislative level, discussions have taken place concerning possible amendments to the Prosecutor's Office Act with the aim of improving the organisation of prosecutorial work. To date, however, solutions have mainly been based on managerial decisions rather than on the introduction of specific legal regulations.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

    Within the Prosecutor's Office, all communication activities are coordinated by a dedicated Public Relations Department. Media advisors respond to media inquiries, advise prosecutors acting as spokespersons, conduct training sessions and propose topics for media coverage. Although communication with the media is coordinated through media advisors, the spokesperson is generally the prosecutor responsible for the case or matter. It is agreed upon within the organisation and set out in written form that all media communication is conducted through the Public Relations Department.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

    In more sensitive matters or cases attracting increased public attention, the role of spokesperson is assumed by the head of the relevant unit. In matters concerning the Prosecutor's Office as a whole, the State Prosecutor General represents the institution in the media. Ordinary prosecutors may respond to media inquiries; however, this is done in coordination with the Public Relations Department, which ensures coherent and well-considered communication.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

    Prosecutors' conduct in the media and on social media is guided by general principles of good practice as well as by internal rules of the Prosecutor's Office. When acting in the public sphere, prosecutors represent the institution's positions and are required to maintain a professional and balanced approach. The Prosecutors' Code of Ethics is currently being updated and will in the future provide clearer guidance on how prosecutors should act in various situations involving the media and social media.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

    The main challenges relate to ensuring transparency of prosecutorial activities while at the same time protecting fundamental rights of individuals and avoiding situations in which public pressure could influence the course of criminal proceedings. In the context of social media, an additional risk arises from the possible blurring of prosecutors' personal and professional roles.

    To address these challenges, the Prosecutor's Office has strengthened the coordination of communication activities, increased training efforts and is updating the Code of Ethics to provide prosecutors with clearer and more practical guidance. The aim is to ensure uniform, professional and responsible communication with the media throughout the organisation.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work of prosecutors is highly digitalised. Core prosecutorial work processes are carried out in electronic environments and digital tools are used daily. Paper-based criminal case files are being gradually replaced with digital files; by the end of the year, it is expected that at least 60% of criminal case files will be entirely digital. We are also replacing paper-based processes with digital alternatives. For example, adopting more intuitive digital solutions for certifying procedural records instead of using physical or qualified digital signatures. Currently, both paper-based processes (paper case files), which are enhanced by technological solutions, and fully digital alternatives (including digital case files), are used in parallel.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitalisation has enabled prosecutors to work with electronic criminal case files and to manage proceedings through digital case management systems, facilitating the electronic exchange of documents with investigative authorities and courts. Relevant materials are digitally accessible and kept up to date, allowing faster and more efficient retrieval and verification of information through tools such as search functions, comments, tables of contents, and tagging. Secure access to databases and registers further supports efficient information handling. Videoconferencing and other remote communication tools enable meetings and procedural actions to be organised effectively; external solutions are currently in use, while integrated videoconferencing systems are being considered for the future.

Modern IT tools support document drafting, internal workflows, and data processing. In addition, innovative solutions, including AI-based functionalities, are being gradually introduced. General large language models are being piloted both as standalone tools and as integrations into case management systems, for example for summarisation and translation.

Overall, digitalisation has improved the availability of information, significantly reduced administrative burden (eliminating the need for physical handling, storage, and rearrangement of paper files), accelerated proceedings through streamlined processes, and simplified participation in procedural activities, including convenient access to audio and video materials.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The main concerns related to the use of modern technologies include ensuring reliable and user-friendly IT solutions. Data protection and information security remain essential, particularly given the sensitive nature of criminal justice data. Another challenge is keeping pace with rapid technological developments, including assessing and responsibly introducing AI-based tools in a manner that safeguards legality, transparency and accountability. These challenges are continuously addressed in collaboration between the Prosecutor's Office, investigative authorities, ministries and IT companies.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

All the listed areas have been consistently included in prosecutors' training programmes for many years. The greatest emphasis is placed on substantive training aimed at supporting prosecutors' professional competence in the handling of different types of crime. In addition, specific attention is given to the development of managers through management training. Increasing emphasis is also placed on technological developments and their application in prosecutors' daily work.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Each year, prosecutors' training needs are identified through performance and development interviews. These needs are analysed in detail to ensure that training programmes correspond to prosecutors' actual professional requirements and the challenges arising from the handling of new and evolving forms of criminality.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

No major concerns have been identified regarding the availability of specialised training. However, there is a recognised need to further develop the capacity to provide hybrid training formats to ensure greater flexibility and improved access to training for prosecutors working in different locations.

France

I. Garantir la protection et la sécurité des procureurs

1. La protection et la sécurité des procureurs et, si nécessaire, de leurs familles, sont-elles réglementées dans votre pays ? Si oui, quelle(s) autorité(s) est (sont) responsable(s) de ce type de décisions spécifiques, à quel niveau (législation, réglementation, instructions, mesures pratiques, etc.) ? Sont-elles suffisantes ? Veuillez décrire brièvement.

La protection fonctionnelle des procureurs, comme celles de tout magistrat, est garantie par l'article 11 de l'ordonnance du 22 décembre 1958 portant loi organique relative au statut de la magistrature selon lequel *« indépendamment des règles fixées par le code pénal et les lois spéciales, les magistrats sont protégés contre les menaces, les agissements constitutifs de harcèlement et les attaques de quelque nature que ce soit, dont ils peuvent être l'objet dans l'exercice ou à l'occasion de leurs fonctions. L'Etat doit réparer le préjudice direct qui en résulte, dans tous les cas non prévus par la législation des pensions. »*

Les articles 11-29 à 11-36 du décret n°93-21 du 7 janvier 1993 pris pour l'application de l'ordonnance n° 58-1270 du 22 décembre 1958 modifiée portant loi organique relative au statut de la magistrature précisent les modalités de prise en charge du dispositif de protection fonctionnelle.

Cette protection est due dès lors que les attaques sont en rapport avec les fonctions exercées par le magistrat ou sa qualité de magistrat, ou dès lors qu'il est mis en cause pour une faute réalisée ou commise à l'occasion de ses fonctions dans la mesure où elle n'en apparaîtrait pas manifestement détachable.

Sous cette réserve, tous types d'attaques ouvrent droit à la protection : outrages, diffamations, menaces (quel que soit le support : réseaux sociaux, médias, etc), harcèlements moral ou sexuel, violences physiques, destructions ou dégradations, poursuites judiciaires menées à l'encontre d'un magistrat.

Le bénéfice de la protection fonctionnelle est étendu au conjoint, au partenaire lié par un pacte civil de solidarité au magistrat, aux enfants et aux ascendants directs des magistrats, lorsque ceux-ci sont victimes de menaces, de harcèlement, de violences, de voies de fait, d'injures, de diffamations ou d'outrages du fait des fonctions de ces derniers.

La protection peut également être accordée à ces mêmes ayants droits lorsque les magistrats sont décédés dans l'exercice de leurs fonctions ou du fait de leurs fonctions, en raison des faits à l'origine du décès ou pour des faits commis postérieurement au décès mais du fait des fonctions qu'exerçait le magistrat décédé.

La décision d'accorder ou de refuser la protection fonctionnelle est prise par l'administration employeur, donc concernant les procureurs, comme tout magistrat, c'est une décision du garde des Sceaux, signée par délégation par les autorités compétentes de la direction des services judiciaires. En pratique, la demande de protection fonctionnelle formulée par le procureur doit être transmise par la voie hiérarchique avec l'avis du procureur général auprès du pôle de la protection fonctionnelle de la direction

des services judiciaires. La demande sera instruite et aboutira à l'élaboration d'une dépêche accordant ou refusant le bénéfice de cette protection.

Un guide destiné à mieux faire connaître la protection fonctionnelle, notamment en précisant ses conditions d'octroi, en proposant des modèles de requête et en apportant des précisions sur sa mise en œuvre, est disponible sur l'intranet.

La protection fonctionnelle consiste notamment en la réparation des préjudices subis par l'agent du fait de ces attaques et en une assistance juridique dans les actions judiciaires que le magistrat souhaite initier en réponse à ces attaques. Cette assistance se concrétisant par le choix d'un avocat et la prise en charge de ses honoraires et par la prise en charge des frais de procédure.

Dans le cadre de pressions médiatiques par exemple, le magistrat peut solliciter le bénéfice de la protection fonctionnelle s'il envisage de déposer plainte en raison de faits de dénonciation calomnieuse ou de diffamation publique commis à son encontre ou en vue du retrait ou du déréférencement de certains contenus accessibles en ligne.

Chaque année, seule une minorité de demandes font l'objet d'un refus ; par exemple pour l'année 2025, sur 81 demandes, seules deux ont été refusées, car ne remplissant pas les conditions.

Enfin, à côté de la protection fonctionnelle, une protection policière peut être décidée, après évaluation de la menace, prenant la forme d'une surveillance du domicile, ou d'une protection physique.

2. Veuillez fournir des exemples de mesures pratiques actuellement disponibles pour assurer la protection et la sécurité des procureurs. Ces mesures favorisent-elles également le droit à la vie privée et la sécurité numérique des procureurs ?

Cf supra

3. Existe-t-il des processus de formation ou d'intégration spécifiques au sein de vos ministères publics, conçus pour promouvoir la sûreté et la sécurité des procureurs ?

4. Veuillez souligner toute préoccupation ou tout problème existant lié aux mesures disponibles pour assurer la protection et la sécurité des procureurs. Les autorités compétentes (par exemple, les organes exécutifs, les services de sécurité et les forces de l'ordre) fournissent-elles des conseils suffisants sur ces mesures ? Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

II. Soutenir le bien-être des procureurs

5. Le bien-être des procureurs est-il reconnu comme un élément important pour la qualité et l'efficacité de leur travail et comme un facteur contribuant à l'efficacité de la justice dans votre pays ? Si oui, comment cela se fait-il et à quel niveau ? Existe-t-il une autorité responsable de cette question dans votre pays ?

Depuis janvier 2025, la direction des services judiciaires et l'Ecole Nationale de la Magistrature, ont mis en place un parcours de formation et d'accompagnement des nouveaux chefs de juridiction et nouveaux chefs de cour, qu'ils aient ou non déjà exercé ces fonctions, ce qui

concerne donc les procureurs et procureurs généraux. Pour travailler sur leur posture managériale, il leur ait proposé de passer un test Disc, qui est débriefé avec un coach spécialement formé à l'outil. Par ailleurs, outre des sessions de formation théoriques et pratiques, il leur proposé de bénéficier pour leur prise de fonction soit d'un mentorat, avec un mentor magistrat ou ancien magistrat, spécialement formé et supervisé, soit d'un coaching de prise de fonction managériale, avec un coach certifié du ministère de la justice, n'appartenant pas aux corps des magistrats ou des greffiers. Par ailleurs, à tout moment de son exercice, un procureur qui serait désireux de bénéficier d'un tel accompagnement, alors qu'il n'en a pas bénéficié lors de sa prise de fonction, peut saisir la direction des services judiciaires d'une demande d'accompagnement, et sa demande sera forcément étudiée.

S'agissant de la formation, les nouveaux chefs de juridiction ou chefs de cour, doivent suivre un parcours de formation spécifique, tant théorique que pratique, en lien avec leurs fonctions et le management. Ils participent également à un regroupement fonctionnel après un an d'exercice. Tout au long de leur exercice, ils peuvent participer à des actions de formation sur le management, sur la communication, sur les partenariats, grâce à une offre de formation constamment renouvelée et actualisée par l'ENM.

Enfin, sur le plan matériel, un procureur qui prend ses fonctions, et déménage pour cela, est également accompagné par le ministère, notamment dans sa recherche de logement.

6. Quelles politiques (telles qu'une stratégie ou un plan d'action) et mesures existent pour aider les procureurs à gérer leur bien-être professionnel ? Ce sujet a-t-il fait l'objet d'une étude ?

La question du bien-être professionnel des magistrats est au cœur des préoccupations du ministère de la Justice. S'agissant des procureurs, il a été mis en place un **dispositif de suivi individualisé et progressif**, conçu pour accompagner les procureurs à chaque étape de leur parcours, en particulier lors de leur prise de fonction et tout au long de leur exercice.

Pour les procureurs **en première prise de fonction**, un **entretien systématique** est organisé après **un an d'exercice**. Cet échange permet d'identifier les éventuelles difficultés rencontrées, d'évaluer l'adaptation au poste et de proposer un accompagnement adapté. Ce suivi se poursuit ensuite par des entretiens à **trois ans, cinq ans et six ans de fonction**, afin d'assurer un accompagnement continu et de prévenir les risques liés à la charge de travail ou à l'isolement professionnel.
Pour les procureurs **expérimentés**, c'est-à-dire ceux qui ne sont pas à leur première fonction de chef de juridiction, un entretien est proposé à **trois ans, cinq ans et six ans de fonction**. Ce rythme permet de maintenir un dialogue régulier et de rester attentif aux défis spécifiques liés à l'expérience et à la gestion d'une juridiction.

Ce dispositif s'inscrit dans une **démarche proactive** visant à anticiper les difficultés, qu'elles soient organisationnelles, managériales ou liées à la charge de travail. Nous sommes particulièrement attentifs aux **risques psychosociaux** et aux besoins en formation ou en soutien, afin de garantir des conditions de travail favorables à l'épanouissement professionnel des procureurs.

7. Les procureurs bénéficient-ils d'une formation, de conseils ou d'orientations, notamment par le biais de mécanismes et de réseaux formels ou informels, sur la manière de relever les défis liés à leur bien-être professionnel ?

La Conférence nationale des procureurs de la République (CNPR), créée en 2002 et constituée en association en 2006, joue un rôle central. Elle regroupe aujourd'hui la majorité des procureurs en exercice et offre un cadre privilégié d'échange, de partage d'expériences et de confrontation des pratiques professionnelles. La CNPR est une instance de dialogue permanent avec la Chancellerie, mais aussi un espace où les procureurs peuvent évoquer librement leurs préoccupations, qu'elles soient d'ordre organisationnel, managérial ou lié à la charge de travail. Elle permet ainsi de mettre en lumière les difficultés rencontrées et de proposer des solutions adaptées, tant sur le plan individuel que collectif.

La CNPR agit également comme une force de proposition sur les questions touchant au statut, aux missions et aux moyens des procureurs, contribuant ainsi à l'amélioration continue de leurs conditions d'exercice. Elle a, par exemple, publié un « Livre noir du ministère public » en 2017, dressant un état des lieux des enjeux et des défis auxquels sont confrontés les procureurs, y compris ceux relatifs à leur bien-être et à leur indépendance.

En complément, des formations et des conseils sont régulièrement dispensés, notamment sur la gestion des équipes, la prévention des risques psychosociaux et l'équilibre entre vie professionnelle et personnelle. Ces actions s'appuient sur des retours d'expérience et des bonnes pratiques partagées au sein du réseau des procureurs, renforçant ainsi la solidarité et l'entraide entre pairs.

8. Veuillez indiquer toute préoccupation ou tout problème existant lié au bien-être des procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

L'accompagnement des procureurs fait l'objet d'une préoccupation constante de la DSJ. Des réflexions sont en cours, pour proposer les dispositifs d'accompagnement offerts lors de la prise de fonction, plus systématiquement tout au long du parcours, si besoin.

L'une des principales préoccupations concernant le bien-être des procureurs tient à l'exigence forte de mobilité géographique liée à leur fonction, qui peut peser sur leur équilibre professionnel et personnel.

Pour les accompagner, la direction des services judiciaires a mis en place un dispositif d'accompagnement spécifique lors de leurs affectations, notamment en Outre-mer et en Corse. Ce dispositif inclut :

- Un soutien à la recherche de logement (location ou achat) et à son installation,
- Un accompagnement pour le déménagement,
- Une aide à la scolarisation des enfants,
- Un appui à la recherche d'emploi pour le conjoint ou le partenaire.

L'objectif est de faciliter leur installation et de limiter les contraintes logistiques et familiales, afin qu'ils puissent se consacrer pleinement à leurs missions. Ce dispositif s'inscrit dans une démarche globale visant à préserver leur bien-être et à sécuriser leur parcours professionnel.

Nous restons à l'écoute de leurs retours pour adapter et renforcer ce soutien.

III. Améliorer les conditions de travail des procureurs, y compris leur rémunération, gérer leur charge de travail et renforcer le respect de la profession de procureur

9. La rémunération et les autres aspects socio-économiques liés au travail des procureurs sont-ils comparables à ceux d'autres groupes professionnels, par exemple, les juges et/ou les fonctionnaires ? Pensez-vous que leur niveau est suffisant, compte tenu des conditions socio-économiques de votre pays et des éventuelles disparités entre le coût de la vie dans la capitale et dans le reste du pays ?

La rémunération brute moyenne 2025 HCAS d'un magistrat est de 86 443 €. *Il n'est pas possible d'effectuer la distinction entre le salaire des juges et celui des procureurs.*

A titre de comparaison, la rémunération brute moyenne 2025 HCAS d'un personnel d'encadrement (catégorie A) est de 48 804 €.

10. Pensez-vous que la profession de procureur est respectée dans votre pays et qu'elle attire les meilleurs professionnels du droit, par rapport à d'autres secteurs juridiques ?

La magistrature continue d'attirer les étudiants et les professionnels du droit. Les conditions d'accès et donc notamment de diplômes ainsi que le concours d'entrée et les examens durant la scolarité à l'école nationale de la magistrature garantissent un haut niveau d'expertise.

11. Veuillez indiquer les préoccupations ou les problèmes existants liés aux conditions de travail des procureurs, notamment la rémunération, la gestion de leur charge de travail et le renforcement du respect de la profession de procureur. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis[1] ?

IV. Assurer une gestion efficace des ministères publics

12. Compte tenu de la taille et de la charge de travail du ministère public dans votre pays, existe-t-il une répartition claire et transparente des responsabilités entre les procureurs ayant un rôle de gestion au sein du ministère public (y compris ses subdivisions territoriales ou ses bureaux spécialisés) ? Sont-ils dotés d'une autorité et de pouvoirs suffisants pour agir de manière efficace et impartiale ? Quels sont les organes ou les autorités compétentes qui déterminent la répartition du travail au sein du ministère public dans votre pays ? Sur quelle base juridique cette autorité est-elle exercée ?

13. Existe-t-il des mesures ou des actions visant à éviter des niveaux de responsabilité disproportionnés et à garantir une répartition équitable du travail entre les procureurs ayant un rôle de gestion au sein du ministère public ?

14. Existe-t-il des normes ou des exigences éthiques et professionnelles pour les procureurs, y compris ceux qui ont un rôle de gestion au sein du ministère public, afin de promouvoir leur impartialité et leur objectivité ? Dans ce contexte, leur participation à des activités politiques fait-elle l'objet de restrictions ?

[1] Ces préoccupations ou problèmes peuvent concerner, par exemple, les infrastructures générales, les locaux, les équipements techniques, la charge de travail des procureurs et les systèmes de gestion des dossiers, les ressources disponibles et le personnel d'appui, ainsi que d'autres aspects pertinents. Veuillez essayer d'identifier les préoccupations ou problèmes les plus urgents et les plus importants à cet égard.

15. Veuillez souligner toute préoccupation ou tout problème existant lié à la gestion efficace du ministère public. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

V. Réglementer les relations entre les procureurs et les médias, y compris les médias sociaux

16. Comment les interactions et les relations entre les procureurs et les médias, y compris les médias sociaux, sont-elles réglementées au sein du ministère public dans votre pays ? Existe-t-il un service de communication/de presse spécialisé ou des attachés de presse à cette fin ?

17. La haute direction du ministère public a-t-elle un rôle à jouer dans les relations avec les médias, par exemple en ce qui concerne les affaires qui suscitent un intérêt particulier de la part de la société ? Les procureurs ordinaires sont-ils autorisés à répondre aux questions ou aux demandes des médias ?

18. Existe-t-il dans votre pays des codes déontologiques ou des réglementations juridiques régissant le comportement des procureurs dans les médias, y compris les médias sociaux ? Si oui, quels sont les principes fondamentaux et la base juridique de ces règles ?

19. Veuillez indiquer les préoccupations ou les problèmes existants liés à la réglementation des relations entre les procureurs et les médias, y compris les médias sociaux. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

VI. Fournir des technologies modernes aux procureurs

20. Dans quelle mesure le travail du procureur est-il digitalisé dans votre pays ou dépend-il de l'utilisation des technologies modernes ? La digitalisation du travail des procureurs a-t-elle remplacé l'approche traditionnelle basée sur le papier ou l'a-t-elle seulement complétée ?

21. Veuillez fournir de brefs exemples de l'impact de la digitalisation sur le travail des procureurs dans votre ministère public (par exemple, fichiers et procédures électroniques, systèmes numériques de gestion des dossiers, systèmes de stockage et d'accès aux données, outils d'analyse et de traitement des données, installations de vidéoconférence, technologies innovantes, y compris l'intelligence artificielle (IA), diverses plateformes).

22. Veuillez indiquer les préoccupations ou les problèmes existants liés à l'utilisation des technologies modernes par les procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

VII. Offrir une formation spécialisée aux procureurs dans un environnement juridique en constante évolution

23. Dans quelle mesure les programmes de formation destinés aux procureurs dans votre pays comprennent-ils une formation spécialisée dans des domaines spécifiques, tels que :

- la lutte contre des formes spécifiques de criminalité,
- ou en matière organisationnelle, comme la formation à la gestion,
- la coopération internationale,
- les relations publiques et/ou

- les évolutions technologiques.

En préambule, il convient de préciser que dans le cadre de la réponse apportée, le terme « procureurs » sera entendu comme l'ensemble des magistrats appartenant au ministère public (parquet).
Dans le cadre de leur formation initiale, les auditeurs de justice, dont certains seront nommés pour leur première affection ou dans la suite de leur carrière, sur des postes de magistrats du parquet, suivent une formation spécialisée dans des domaines spécifiques.

S'agissant de la lutte contre des formes spécifiques de criminalité : si la formation initiale se veut majoritairement généraliste et méthodologique, elle aborde et traite les formes spécifiques de criminalité lors de séquences pédagogiques dédiées ou au sein même des enseignements fonctionnels (conférences ou ateliers). Il est ainsi possible de citer la journée criminalité organisée, le traitement de la délinquance en matière environnementale, en matière économique et financière ou de fraudes. Ces domaines spécifiques sont de plus en plus appréhendés de manière thématique et transversale ou interfonctionnelle : les violences intra-familiales, la cybercriminalité ou exécution et application des peines, les saisies des avoirs criminels.

S'agissant de la matière organisationnelle, comme la formation à la gestion : L'Ecole nationale de la magistrature (ENM) possède un pôle dédié à l'organisation et l'administration des juridictions (PADJ), qui assure les enseignements portant sur la communauté de travail et l'équipe juridictionnelle. Un autre pôle, en charge du domaine environnemental, social et économique (PESE), se charge d'initier les élèves au monde de l'entreprise, de sa gestion et comptabilité, lors de conférences, stages ou ateliers.

S'agissant de la coopération internationale : les élèves magistrats suivent plusieurs enseignements sur la coopération internationale :
- Une conférence sur l'entraide pénale internationale ;
- Une conférence sur la Cour de justice de l'Union Européenne (CJUE) et des ateliers avec des conseillers référendaires de la CJUE ;
- Une conférence sur la Cour Européenne des droits de l'homme.

S'agissant de la thématique des relations publiques : elle est peu abordée en formation initiale sauf à l'occasion de la conférence sur la communication judiciaire. Des formations sur cette thématiques existent en revanche en formation continue.
S'agissant des évolutions technologiques : le pôle dédié à l'organisation et l'administration des juridictions offre des séquences de formation aux auditeurs de justice dès l'école sur les logiciels métiers à partir de bases école. Le pôle pénal a intégré dans ses enseignements l'utilisation de ces logiciels, lors de certaines simulations. Au-delà, l'école réfléchit au déploiement et à la doctrine d'emploi de l'IA, afin de pouvoir ensuite former les publics à son utilisation dans le cadre judiciaire.
Dans le cadre de formation continue nationale, l'offre annuelle est composée de 615 actions de formation, de sorte que les domaines d'activité mentionnés ci-dessus sont largement couverts.
Ainsi, à titre d'exemple, concernant la lutte contre les formes spécifiques de criminalité, plusieurs formations sont proposées : le cycle approfondi sur le phénomène des violences intrafamiliales comprenant des modules sur les violences au sein du couple ou sur les violences sexuelles ; le cycle approfondi d'études de la criminalité organisée comprenant des modules sur la lutte contre la criminalité organisée, le trafic de stupéfiants et d'armes ; le cycle approfondi en droit pénal économique et financier comprenant des modules sur le droit pénal fiscal et la

corruption; une formation relative à la lutte contre la radicalisation violente, les outils de détection et de prise en charge, terrorisme : état des lieux, enjeux et perspectives, les mineurs de retour d'une zone d'opérations de groupements terroristes.
En matière organisationnelle, l'ENM propose des formations continues sur les fondamentaux de la gestion publique et la gestion budgétaire d'une cour d'appel. Pour les chefs de cour et de juridiction, plusieurs formations spécifiques existent, notamment celle relative à la gestion judiciaire de la crise proposée aux procureurs. De plus, les nouveaux procureurs généraux et procureurs de la République doivent suivre un parcours de formation obligatoire à ces fonctions. Ainsi, pour ces derniers, la formation comprend une session fondamentale intitulée « le chef de juridiction et la posture managériale » et des sessions optionnelles parmi l'offre du catalogue de formation continue, relatives à la pratique juridictionnelle ou à visée managériale ou relatives à la communication.
Les magistrats peuvent également suivent un cycle approfondi d'études sur la dimension internationale et européenne de la justice, comprenant notamment des modules sur la négociation et le droit de l'UE, l'office du juge et le droit de l'UE, la cour et la convention européenne des droits de l'homme.
Par ailleurs, plusieurs formations proposées ont trait à la communication avec les médias : le parquet et les stratégies de communication, penser à la relation justice-presse, face à la caméra, enjeux et connaissances des réseaux sociaux et des médias.
Enfin, l'ENM a créé un cycle approfondi portant sur le numérique.

De plus, cette offre nationale est complétée par une **offre régionale** qui traite également des thématiques évoquées. En 2025, plus de 700 actions de formation ont été déployées en région.

24. Cette formation spécialisée répond-elle aux besoins des procureurs dans le contexte de la poursuite de formes nouvelles et émergentes de criminalité ?

Ces formations spécialisées cherchent à répondre aux besoins des futurs magistrats du parquet, face aux formes nouvelles et émergentes de criminalité. L'offre de formation continue française se caractérise par son agilité et son adaptabilité. Elle est en effet repensée chaque année pour répondre aux besoins des magistrats du parquet et s'adapter à chacune des réformes normatives et jurisprudentielles impactant l'institution judiciaire. Ces besoins sont exprimés par les magistrats eux-mêmes à l'occasion de l'évaluation de chaque action de formation menée et sont également identifiés par le ministère de la Justice qui les relaient à l'ENM pour mise en œuvre d'actions. Cette adaptabilité est très prégnante en matière de criminalité organisée.

25. Veuillez indiquer toute préoccupation ou tout problème existant concernant la formation spécialisée disponible pour les procureurs. Dans un environnement juridique en constante évolution, Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

La principale difficulté réside dans la capacité des magistrats du parquet à libérer du temps de formation qui nécessite d'adapter l'organisation et la réparation de la charge de travail. La formation est en effet une obligation statutaire mais contrairement à ce qui est prévu pour les magistrats administratifs, elle ne s'accompagne pas d'une décharge d'activités.

Georgia/Géorgie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

Response of the Prosecution Service of Georgia (PSG):

Yes, the protection and security of prosecutors, as well as, where necessary, their family members, are regulated in Georgia at the legislative level.

The Criminal Code of Georgia criminalises threats or violence against prosecutors and other participants in criminal proceedings, including their close relatives, when linked to the performance of their duties (Article 365).

In addition, the Organic Law of Georgia on the Prosecution Service (Article 74, para. 4) establishes the State's obligation to ensure the protection of prosecutors and their family members where threats to life, health or property are identified.

In practice, competent law enforcement authorities implement protective measures, primarily the Ministry of Internal Affairs, in coordination with the Prosecution Service.

Overall, the existing framework provides sufficient protection and security measures.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

PSG response:

A range of practical measures is available to ensure the protection and security of prosecutors, depending on the level of risk. These include risk assessments carried out by law enforcement authorities, the provision of police protection where necessary, monitoring of threats, and coordinated preventive and responsive actions.

Privacy and digital security are also taken into account in the context of protecting prosecutors. In particular, access to case management systems and operational databases is restricted and monitored, reducing the risk of unauthorised access to sensitive information, including information that could be misused to obtain personal data of prosecutors. In addition, the application of data protection and information security frameworks, including confidentiality requirements and system-level safeguards, contributes to safeguarding prosecutors' professional activities in the digital environment and mitigating risks related to the misuse of information, including the potential targeting of prosecutors.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

PSG response:

Prosecutors of the Prosecution Service of Georgia participate in training activities addressing safety and security-related issues, organised in cooperation with international partners. While no dedicated standalone programme exists exclusively on this topic, relevant aspects are covered through such initiatives.

For example, in February 2026, prosecutors participated in a webinar organised by the International Association of Prosecutors entitled *"Prosecutor Safety and Security – A Personal Approach"*, which addressed threat identification, situational awareness, personal security planning, and safe use of social media.

These activities contribute to strengthening awareness and practical preparedness in relation to security risks.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

PSG response:

No significant concerns have been identified regarding the protection and security of prosecutors. Competent authorities, including law enforcement bodies, provide support where needed, and coordination with the Prosecution Service functions effectively in practice.

At the same time, the evolving nature of threats, particularly in the digital environment, requires continuous attention. Further strengthening awareness and practical guidance in this area may be beneficial.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

PSG response:

The well-being of prosecutors is recognised as an important factor for the quality and efficiency of their work and the effective functioning of the justice system. It is addressed at the institutional level through organisational policies. In particular, the Prosecution Service strategy identifies the improvement of working conditions, staff motivation and human resource management as key priorities, emphasising the need to maintain qualified and motivated staff and to provide appropriate social and professional guarantees.

Responsibility for these matters lies within the Prosecution Service as an institution, in particular through its human resources and administrative structures.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

PSG response:

The Prosecution Service strategy envisages measures aimed at improving working conditions, increasing staff motivation, and ensuring sustainable professional development. Such measures include periodic assessment of employee satisfaction through anonymous surveys, improved workload distribution, enhanced remuneration and incentive systems, and the digitalisation of internal processes to increase efficiency.

The well-being of prosecutors was assessed through an institution-wide internal survey conducted in 2025 (see response to Question 11), the findings of which inform ongoing organisational development efforts.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

PSG response:

The Prosecution Service periodically organises trainings on stress-management and time-management techniques aimed at supporting prosecutors in adapting to demanding professional situations, promoting psychological well-being and enhancing productivity. These trainings cover, inter alia, stress indicators, the impact of cumulative stress, emotional regulation, and practical stress- and time-management techniques.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

PSG response:

No major concerns have been identified regarding the well-being of prosecutors. At the same time, the demanding nature of prosecutorial work, including workload and the need to handle complex and sensitive cases, may present challenges.

These are addressed through measures aimed at improving workload distribution, working conditions and staff motivation, as reflected in the Prosecution Service strategy. Further steps include continued monitoring of staff satisfaction, strengthening training on stress management, and organisational improvements aimed at ensuring a supportive and sustainable working environment. Continued attention to these areas, including further strengthening of measures related to workload management, staff support and professional well-being, may be beneficial.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

PSG response:

The remuneration and socio-economic conditions of prosecutors are regulated at the legislative and institutional levels and are generally competitive within the public service. In addition to remuneration, prosecutors benefit from a range of social guarantees, including health insurance, retirement packages, communication allowances, and, where relevant, support for fuel.

Overall, these conditions are comparable to those of other civil servants and are considered adequate in the national context. While differences in the cost of living between the capital and other regions may exist, the overall remuneration and benefits framework provides an appropriate level of support.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

PSG response:

The prosecutorial profession in Georgia is regarded as prestigious and of significant public importance, reflecting its central role in upholding the rule of law and ensuring the effective administration of justice. It continues to attract strong interest compared to other legal sectors.

This attractiveness is reinforced by a structured, merit-based recruitment system applied by the Prosecution Service, designed to attract and retain highly qualified candidates. Entry pathways include student internships and paid traineeships, with the subsequent appointment of top-performing trainees to vacant prosecutorial positions.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

PSG response:

An internal survey conducted across all structural units of the Prosecution Service in December 2025 did not reveal major systemic shortcomings in relation to working conditions. At the same time, it identified certain practical issues relating to infrastructure, remuneration and workload.

While the overall working environment was assessed positively, some challenges were noted, including shared office space in certain units and the need for periodic renewal of equipment. In terms of remuneration, recent reforms were positively assessed, although further improvements in social and financial conditions remain desirable. As regards workload, some challenges have

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

been observed in practice, including uneven distribution and the need for overtime, in certain cases.

Measures undertaken include follow-up actions based on the survey findings, the use of analytical tools to support balanced workload distribution, consideration of workload in performance appraisal and career decisions, and the introduction of incentive mechanisms for employees with particularly high workloads. Continued efforts to address these issues, including further improvement of working conditions, remuneration and workload management, are considered important.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

PSG response:

Yes, there is a clear and transparent division of responsibilities among prosecutors with management roles within the Prosecution Service, including at central and territorial levels. Prosecutors in managerial positions are entrusted with sufficient authority and powers to ensure the effective, impartial and efficient functioning of the service.

The distribution of work within the Prosecution Service is carried out in accordance with the Organic Law of Georgia on the Prosecution Service and relevant subordinate normative acts. These include the statutes governing the structural units of the Prosecutor General's Office, as well as those of the Tbilisi Prosecutor's Office and regional prosecutor's offices, adopted by orders of the Prosecutor General and published online, which define the organisational structure, functions and allocation of responsibilities.

In practice, digital tools further support workload allocation. In particular, an analytical portal has been developed, which enables automated monitoring of prosecutors' workload. The system records key procedural activities and categorises prosecutors according to their workload, thereby supporting informed decision-making and transparency in the allocation of tasks.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

PSG response:

Yes, measures are in place to promote a fair distribution of work and to avoid disproportionate levels of responsibility among prosecutors, including those with managerial functions.

In particular, the Prosecution Service uses an analytical portal that enables automated monitoring of workload. The system records key procedural activities of prosecutors and

investigators and categorises them according to workload levels. It also allows for the assessment of average workload over defined periods, supporting a more balanced allocation of work across structural units.

Access to the system is granted to both managerial and non-managerial prosecutors, with differentiated levels of visibility. This contributes to transparency and facilitates timely adjustments where imbalances are identified.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

PSG response:

Yes, ethical and professional standards applicable to prosecutors in Georgia, including those in managerial positions, are clearly established to ensure their impartiality and objectivity. The Organic Law of Georgia on the Prosecution Service provides that prosecutorial activities are based on the principles of objectivity and impartiality (Article 5). In addition, the Ethics Code of the Employees of the Prosecution Service of Georgia requires prosecutors to act in accordance with high standards of responsibility and to be guided by the principles of impartiality, fairness and objectivity (Article 4). Prosecutors are further required to avoid any actual or perceived bias and to remain free from undue influence, including from public officials, political actors, the media or public opinion, when dealing with individual cases (Article 9).

Prosecutors are also subject to restrictions on engaging in political activities, based on the principle of political neutrality. Political neutrality is expressly recognised as a guiding principle under the Organic Law (Article 5), which also prohibits prosecutors from membership in political associations and from engaging in political activity (Article 45). These requirements are reinforced by the Ethics Code, which obliges prosecutors to maintain political neutrality in the performance of their duties, to refrain from publicly expressing political views, and to avoid any conduct that could undermine the perception of their impartiality (Articles 4, 7 and 10).

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

PSG response:

No major concerns have been identified in relation to ensuring the efficient management of the Prosecution Service. At the same time, certain practical aspects, such as workload distribution and resource allocation across structural units, require continued attention.

Measures undertaken include the use of digital tools for workload monitoring and evidence-based management, as well as ongoing efforts to strengthen internal coordination and enhance managerial practices. Further steps focus on the continued digital transformation of the Prosecution Service and the refinement of management processes, with a view to further improving overall efficiency and responsiveness.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

PSG response:

Interactions between prosecutors and the media, including social media, are regulated through ethical standards (see response to Question 18) and established institutional practice.

To manage relations with the media, a specialised Public and Media Relations Department operates within the Prosecutor General's Office. The Department facilitates the contact between the Prosecution Service and media representatives. It is responsible for coordinating interviews and comments with prosecutors, providing information on cases, organising press releases, press conferences and briefings, and producing and distributing video and photo materials. It also manages the official website and social media accounts of the Prosecution Service and prepares responses to media inquiries.

In addition, the Department cooperates with other structural units in planning and implementing awareness-raising activities on issues of public interest.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

PSG response:

The senior management of the Prosecution Service of Georgia, within their respective areas of responsibility, respond to media inquiries and conduct briefings and press conferences in relation to high-profile cases. In such instances, the Public and Media Relations Department prepares press releases and, in the event of a briefing, assists in preparing the speaker's remarks. The Department also handles media invitations, photo and video coverage, and, where necessary, live broadcasting. In specific cases, it produces explanatory video materials featuring prosecutors at different levels, including senior management.

Ordinary prosecutors are authorised to maintain contact with media representatives and, where appropriate, provide comments or interviews following court sessions on ongoing cases and respond to questions based on media interest.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

PSG response:

Yes, prosecutors are subject to ethical standards governing their conduct in relation to the media, including social media. These are set out in the Ethics Code of the Employees of the

Prosecution Service of Georgia (Articles 19 and 20) and further clarified in its accompanying commentary.
The Code requires prosecutors to ensure that any public statements are professional, appropriate and do not conflict with the interests of the Prosecution Service. They must also be mindful that their statements may be perceived as reflecting the institutional position and should therefore avoid any actual or perceived bias or inappropriate expression. At the same time, prosecutors are permitted to provide the media with objective information on a case, taking into account its circumstances and the information available to them at the relevant time.
The same principles apply to conduct in the digital environment. Activities on the internet and social media must be conducted in a proper manner and must not conflict with the principles established by the Ethics Code and the Organic Law on the Prosecution Service. Prosecutors are expected to refrain from behaviour that could undermine the reputation of the Prosecution Service, compromise their impartiality, or be perceived as endorsing inappropriate or discriminatory views.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

PSG response:

No major systemic concerns have been identified in relation to the regulation of relations between prosecutors and the media, including social media.

At the same time, the evolving nature of digital communication and the increasing use of social media present ongoing challenges, particularly in ensuring that individual conduct remains consistent with professional standards and does not adversely affect public confidence in the Prosecution Service. In this context, prosecutors are required to maintain an appropriate balance between transparency and the protection of human rights, the interests of victims and the integrity of criminal proceedings.

These challenges are addressed through the existing ethical framework and established communication practices. In addition, the Public and Media Relations Department supports prosecutors by providing guidance and training aimed at strengthening communication skills and promoting adherence to professional standards in interactions with the media. Continued emphasis is placed on awareness-raising and the responsible use of media, including social media.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

PSG response:

Prosecutors in Georgia carry out their work in a substantially digitalised environment and rely to a significant extent on modern technologies.

Since 2010, the Prosecution Service has operated an electronic criminal case management system, which enables investigations to be conducted within a unified digital environment. Prosecutors and investigators access the system through secure individual accounts, and key procedural documents are created, stored and processed electronically. The system also allows for the electronic integration of documents prepared outside the platform.

While digitalisation has significantly reduced reliance on paper-based processes, certain elements of the traditional approach remain in use. In particular, as the criminal case management system is not yet integrated with the court case management system, case materials are printed for submission to the court (see response to Question 22).

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

PSG response:

Digitalisation has had a significant impact on the efficiency and effectiveness of prosecutorial activities.

In particular, the electronic criminal case management system enables prosecutors and investigators to manage criminal cases within a unified digital environment, ensuring centralised storage of case materials, facilitating real-time access to information and supporting more efficient preparation and handling of procedural documents. It also improves coordination between prosecutors and investigators and enhances traceability of procedural actions.

In addition, the Prosecution Service uses an analytical portal that supports the monitoring and assessment of prosecutors' workload and contributes to evidence-based management. It is also used for broader analytical purposes, including the evaluation of the functioning of specialised services.

Analytical tools, such as the IBM i2 Analyst's Notebook software, enhance the ability to analyse complex data, identify links between individuals and entities, detect behavioural patterns and support the investigation of complex and organised crime.

Prosecutors also have access to a wide range of official electronic databases, including legal and judicial databases, asset declaration systems, company and real estate registers, criminal records, police databases and tax information systems. Access to these databases enables prosecutors to obtain relevant information in a timely manner, thereby improving the efficiency and effectiveness of investigations.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

PSG response:

No major concerns have been identified regarding the use of modern technologies by prosecutors.

At the same time, ongoing efforts are focused on further enhancing digital infrastructure and system integration. In particular, work is underway to integrate the existing electronic criminal case management system with the system used by common courts. This is expected to ensure a seamless digital workflow throughout the criminal justice process, from the initiation of an investigation to the final court decision. It will also optimise the use of human and logistical resources, as well as enhance analytical capacities.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments

PSG response:

Training programmes for prosecutors in Georgia include a broad range of specialised training covering both substantive and organisational matters.

In substantive areas, the Prosecution Service periodically organises thematic training aimed at strengthening the effectiveness of combating specific forms of crime, including money laundering, corruption, trafficking in human beings and drug-related offences. In addition, a system of specialisation is in place for certain categories of cases, such as juvenile justice, domestic violence, crimes against sexual freedom and integrity, and hate crimes. Continuous professional education ensures regular re-training and ongoing skills development.

In the field of organisational matters, targeted programmes are delivered to managerial staff, focusing on modern management approaches, leadership, motivation, productivity and team dynamics.

Specialised training is also provided in the area of international co-operation. Dedicated courses cover mutual legal assistance, extradition, police co-operation (including the use of Interpol tools), as well as co-operation among asset recovery offices (including through CARIN), and obtaining electronic evidence from foreign jurisdictions. These topics are also integrated into the mandatory basic training programme for interns. In addition, prosecutors regularly participate in training organised by international partners, including the International Association of Prosecutors.

Training on public relations and communication aims to enhance prosecutors' interaction with the media and the public.

Particular emphasis is also placed on technological developments. Training activities cover cybercrime, electronic evidence, virtual assets and data analysis. Notably, with the support of the United States Department of Justice, a specialised course on electronic evidence and cybercrime has been developed and implemented through cascade training across the institution.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

PSG response:

Yes, specialised training programmes are designed to respond to the needs of prosecutors arising from new and evolving forms of criminality.

Training activities are regularly updated to reflect emerging crime typologies, modern investigative techniques and relevant legal developments. They draw on international experience and incorporate contemporary tools and methodologies.

This approach supports prosecutors in adapting to changing criminal patterns and in addressing increasingly complex forms of crime.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

PSG response:

No major concerns have been identified in relation to specialised training for prosecutors.

At the same time, in a rapidly evolving legal and technological environment, maintaining up-to-date knowledge and access to international best practices is essential. This is supported through co-operation with international partners, participation in external training activities, and the involvement of qualified trainers.

The Prosecution Service continues to invest in the development of its human resources and in strengthening its training system, with a view to ensuring that prosecutors remain equipped to respond effectively to new challenges.

Germany/Allemagne

First of all:

In Germany, justice is a matter for the federal states. The federal government is only responsible for appeals to the highest courts and for investigations relating to national security and international criminal law. Nevertheless, the answers should describe the situation at both federal and state level.

I. Ensuring the protection and safety of public prosecutors

1. Are the protection and safety of public prosecutors and, where applicable, their families regulated in your country? If so, which authority or authorities are responsible for this type of specific decision, and at what level (legislation, regulations, directives, practical measures, etc.)? Are these measures sufficient? Please describe this briefly.

   There are no specific regulations regarding the protection of prosecutors or their families. Where a prosecutor is personally at risk, protective measures are taken in consultation with the police authorities

2. Please provide examples of practical measures currently available to ensure the protection and safety of prosecutors. Do these measures also promote the right to privacy and the digital security of prosecutors?

   To protect against attacks, court and office buildings are secured by means of entry controls, etc.
   Where a public prosecutor is personally at risk, protective measures are taken in consultation with the police authorities . These measures range from restricting access to information in public registers to personal protection provided by assigned police officers and structural alterations to the home.

3. Are there any specific training or induction processes in your public prosecutor's office aimed at promoting the safety of public prosecutors?

   No. The police authorities are responsible for measures to secure buildings and persons (see answer to question 2), and they also offer advice within their own remit. In some cases, such as at the Federal Public Prosecutor's Office, there are security departments to which prosecutors can turn with questions.

4. Please highlight any existing concerns or problems relating to the measures available for the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done, or is already being done, to address these challenges?

   See answer to Question 3.

II. Promoting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important factor in the quality and efficiency of their work and as a contribution to the effectiveness of the justice system in your country? If so, how is this implemented and at what level? Is there a competent authority for this in your country?

   Within the public prosecutor's offices, there are, on the one hand, human resources managers appointed by the heads of the authorities. In addition, there are staff councils whose role is to represent the concerns of the workforce – and thus also their well-being – to the heads of the authorities. Finally, some authorities have conflict officers who are specially trained to deal with conflict situations. Certain tasks are assigned to the supra-local or regional staff representation.

6. What strategies (e.g. a strategy or an action plan) and measures are in place to support prosecutors in managing their professional well-being? Has this topic been the subject of a study?

The answer to this question depends on the circumstances of the individual public prosecutor's offices.

German public authorities are required to assess psychological stress in the workplace at regular intervals. These assessments are designed to determine which occupational health and safety measures are necessary.

Staff at the Federal Public Prosecutor's Office have access to a psychosocial counsellor who acts as a point of contact, offering support particularly in the areas of clinical psychological counselling, workplace health promotion and health management.

7. Do prosecutors receive training, counselling or guidance, including through formal or informal mechanisms and networks, on how to deal with challenges to their professional well-being?

At federal level and in the individual German Länder, there are associations of judges and public prosecutors which any public prosecutor may join (on a voluntary basis). These associations regularly draw attention to the circumstances shaping day-to-day work, such as the caseload (see also the answers to questions 5 and 6).

8. Please report any existing concerns or issues relating to the well-being of prosecutors to . What should be done or is being done to address these challenges?

The mandatory surveys on the workload of prosecutors in the workplace are helpful. The results of these surveys should be reported to the supervisory authorities (in particular the Ministries of Justice).

III. Improving working conditions for prosecutors, including remuneration, managing their workload and enhancing the standing of the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to those of other professional groups, such as judges and/or civil servants? Do you consider the level of remuneration to be appropriate, taking into account the socio-economic conditions in your country and the possible differences in the cost of living between the capital and other parts of the country?

The remuneration of judges and prosecutors in Germany is regulated by the respective employers at federal or state level. It does not distinguish between judges and prosecutors (with the exception of managerial roles). Socio-economic conditions are partly taken into account at state level; at federal level, a federal allowance is paid.

10. Do you believe that the profession of public prosecutor is held in high regard in your country and attracts the best lawyers compared to other legal professions?

Yes, although the profession of judge (in my subjective view) is likely to be even more prestigious despite the same remuneration (see answer to point 8).

A barrier to recruiting the best lawyers is the significantly lower pay compared to the private sector.

11. Please indicate whether there are any concerns or issues regarding the working conditions of public prosecutors, including remuneration, managing their workload and enhancing the prestige of the profession . What should be done, or is already being done, to address these challenges?[1]

In recent years, it has become increasingly difficult for the judiciary to recruit the best graduates because – unlike large law firms – it cannot respond by offering higher starting salaries. However, the judiciary is adapting to current developments and offers attractive opportunities in various fields of work through training programmes, the chance to work independently and take responsibility right from the start of one's career, and the provision of flexible working time models.

IV. Ensuring the efficient administration of law enforcement agencies

12. Taking into account the size and workload of the public prosecutor's office in your country, is there a clear and transparent division of responsibilities between prosecutors with managerial roles within the public prosecutor's office (including its territorial sub-divisions or specialist departments)? Are they vested with sufficient powers and competences to act efficiently and impartially? Which bodies or competent authorities determine the allocation of work within the public prosecution service in your country? On what legal basis is this power exercised?

In principle, criminal offences are prosecuted by the public prosecutor's office within whose local jurisdiction they were committed. The organisation of work within individual public prosecutor's offices depends in particular on the size of the respective authority and therefore varies considerably. For certain areas of crime, due to the complexity of the investigations or the subject matter, there is a concentration of jurisdiction within specific public prosecutor's offices. This applies, for example, to politically motivated crime, cybercrime or hate crime.

The internal organisation and thus the distribution of tasks between managers and case officers is a matter for the respective authority's management. In the federal states, the public prosecutor's offices exercise administrative and technical supervision over the public prosecutor's offices and are in turn supervised by the ministries of justice.

The Federal Public Prosecutor, as the sole public prosecution office at federal level, has primary jurisdiction over criminal offences directed against the internal or external security of the Federal Republic (e.g. terrorism, espionage, offences under the Federal Offences against the Constitution Act, etc.). This jurisdiction is regulated by law. In this respect, the Federal Ministry of Justice exercises administrative and technical supervision.

13. Are there any measures or precautions in place to avoid any potential disproportionate allocation of responsibilities and to ensure a fair distribution of work among public prosecutors with managerial duties within the public prosecutor's office?

[1] Such concerns or issues may relate, for example, to general infrastructure, office space, technical equipment, the workload of the public prosecutor's office and case management systems, available resources and support staff, as well as other relevant aspects. Please try to identify the most urgent and significant concerns or issues in this regard.

See the answer to question 12. The measures, like the number of managers, depend heavily on the size of the respective authority. (Administrative) laws govern the organisation of the authorities. Furthermore, there are programmes for determining staffing requirements, which can also reflect the workload of individual departments.

14. Are there ethical and professional standards or requirements for public prosecutors, including those with managerial responsibilities within the public prosecutor's office, to promote their impartiality and objectivity? In this context, are there restrictions on them regarding the pursuit of political activities?

Public prosecutors are legally obliged to investigate the facts of a case where there are indications of a criminal offence (principle of legality). Existing laws must be observed in this regard. Public prosecutors are civil servants. They are not prohibited from engaging in political activities. The positions they hold must not conflict with the constitutional order; public prosecutors must maintain the moderation and restraint required by their position in relation to the general public and in consideration of the duties of their office.

15. Please highlight any existing concerns or issues relating to ensuring the efficient administration of the public prosecutor's office. What should be done, or is already being done, to address these challenges?

Public prosecutors' offices have no influence over the administrative burden imposed on them by law or administrative regulations (documentation, reports, data protection officers, etc.).

V. Regulation of relations between public prosecutors and the media, including social media

16. How are interactions and relationships between public prosecutors and the media, including social media, regulated within your country's public prosecution service? Is there a dedicated communications/press office or press spokesperson for this purpose?

The guidelines for criminal and administrative fine proceedings, which public prosecutors must observe in the course of their duties, stipulate that cooperation with the press is required when informing the public. This cooperation may be restricted if it jeopardises the purpose of the investigation or if this is deemed appropriate on account of the personal rights of the suspect/accused or of the victim of the offence. All judicial authorities have designated media contacts.

17. Does the senior management of the public prosecutor's office play a role in responding to media enquiries, for example in relation to cases that attract particular public attention? Are ordinary public prosecutors authorised to respond to questions or enquiries from the media?

Public prosecutor's offices generally have press officers who are trained in dealing with the media. Whether individual prosecutors are permitted to communicate with the media depends on the decision of the office's management. Prosecutors representing the prosecution at court hearings are usually authorised to comment on the respective trial proceedings.

18. Are there any codes of ethics or legal provisions in your country that regulate the conduct of public prosecutors towards the media, including social media? If so, what are the key principles and the legal basis for these provisions?

See answer to question 16.

The scope of freedom of the press and the right to information derives directly from Article 5 of the Basic Law, and is specified for the federal states in their respective state press laws.

19. Please indicate whether there are any concerns or issues relating to the regulation of relations between public prosecutors and the media, including social media. What should be done, or is already being done, to address these challenges?

No known issues regarding regulation.

VI. Provision of modern technologies for public prosecutors

20. To what extent is the work of the public prosecution service in your country digitised or reliant on the use of modern technologies? Has digitisation replaced the traditional paper-based approach in the work of the public prosecution service, or has it merely supplemented it?

The electronic file is now required by law and has been largely introduced; however, it has not yet completely replaced the 'traditional paper-based approach'. The paper file is set to be phased out completely in the future (except for cases requiring particular confidentiality).

21. Please provide brief examples of how digitisation has affected the work of prosecutors in your public prosecutor's office (e.g. electronic files and proceedings, digital case management systems, data storage and access systems, tools for data analysis and processing, video conferencing systems, innovative technologies including artificial intelligence (AI), various platforms).

For public prosecutor's offices, the electronic (secondary) file makes work easier, for example when granting access to files.

The use of video conferencing greatly facilitates coordination with other authorities. In extensive pre-trial investigations, complex coordination with national and foreign authorities is usually required, some of which can be carried out very efficiently via video conferencing.

AI tools are not yet used by public prosecutors' offices themselves. In the area of data analysis, AI is used to some extent by police authorities.

22. Please indicate whether there are any concerns or issues relating to the use of modern technologies by public prosecutors. What should be done, or is already being done, to address these challenges?

It can sometimes prove very challenging to transfer data between the various police, administrative and judicial authorities. This requires compatibility checks and coordination,

which are particularly time-consuming due to Germany's federal system and the differing systems at federal and state level.

VII. Provision of specialised training for public prosecutors in a constantly evolving legal environment

23. To what extent do the continuing professional development programmes for public prosecutors in your country include specialised training on substantive topics such as

- combating specific forms of crime
- or organisational issues, such as training in management,
- international cooperation ,
- public relations and/or
- technological developments?

In all of the areas mentioned, further training is offered by the German Judges' Academy, the Federal Academy of Public Administration and by institutions of the federal states, for which public prosecutors can apply.

24. Does such specialist training meet the needs of public prosecutors arising in connection with the prosecution of new and evolving forms of crime?

Yes. The training programme is adapted to current requirements.

25. Please indicate any concerns or issues regarding the specialist training available for public prosecutors. What should be done, or is being done, in a constantly evolving legal environment to address these challenges?

Prosecutors should be given the opportunity to participate in further training. Some authorities offer short-term in-house training courses for all prosecutors, for example on technical investigative measures, or disseminate relevant new rulings internally. This, amongst other things, enables a response to current developments.

Greece/Grèce

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

The Department for the Protection of VIPs and Vulnerable Targets/ Foreign Government Officials and other Susceptible Targets Protection Service/ Government Officials and other Susceptible Targets Protection General Division / Hellenic Police is responsible for providing escort security to domestic or non-domestic persons, except politicians, who due to their position or capacity may be targets of criminal activity in accordance with subparagraph c of paragraph 11 of article 26 of Presidential Decree 178/2014 and therefore to prosecutors.

According to Presidential Decrees in conjunction with article 25 of Law 4249/2014, security escorts for the protection of persons are provided mandatorily, among others:

• To the General Prosecutor of the Supreme Court.
• To the Prosecutors handling special cases, following a relevant order from the competent Prosecutor of Appeal, in accordance with Law 2928/2001 (A΄-141). In particular, by order of the competent Prosecutor of Appeals, security measures are ordered for the Prosecutors handling cases of felonies referred to criminal organization - gang and terrorist acts - terrorist organization. These measures cease six (6) months after the completion of the case handled by the specific Prosecutors or is extended for another six (6) months by a new reasoned order of the competent Prosecutor.
• Security escort may also be provided to other Prosecutors, other than the above-mentioned, when there are particular security reasons (status of the target, degree of danger, existing information on the threat and in particular on criminal activity against the target, origin of the threat and its relationship with the current or previous status and official function of the target, type of threat and in particular whether it is directed against life, previous threats or unlawful actions that have occurred against the target or other persons with the same official function or official duties etc).

The residence of the General Prosecutor of the Supreme Court and the building of the Supreme Court is also mandatorily guarded by the necessary personnel of the Hellenic Police.

• The maximum or minimum number of personnel and accompanying vehicles or other means available to the above persons, as well as the protective guarding measures of the facilities in which they operate and reside, are determined by a decision of the Minister of Citizen Protection.

A decision of the Chief of the Hellenic Police is issued, in order to determine the exact number of personnel and means for the implementation of the above-mentioned measures, following an opinion of a competent Committee, which prepares a risk

assessment report. It is noted that, in urgent cases, the target protection measures are ordered directly by the Chief of the Hellenic Police and the relevant procedure is then followed.

The type of the provided security for prosecutors are the following:

• Permanent Escort Security
The Department for the Protection of VIPs and Vulnerable Targets has police personnel and official vehicles on a daily basis to cover all the movements of protected prosecutors. The number of police security escorts available is determined on a case-by-case basis.
• Temporary Escort Security
The Department for the Protection of VIPs and Vulnerable Targets has police personnel and official vehicles for the escort security of Court Members exclusively during the days of trial of specific cases (terrorism cases, organized crime, cases that have received publicity and concern public opinion, etc.)

The court buildings and prosecution offices are also guarded by the newly established judicial police.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

The security measures ordered and provided by the Hellenic Police to protected persons are, on a case-by-case basis: the provision of accompanying security during movements – presence at events throughout the Greek territory or in a specific geographical area of responsibility, the guarding (of residence / offices) and the surveillance (crossing for inspection at frequent intervals by police officers assigned for this purpose) of the place of residence - work of the protected persons.

• It is noted that identifying information about protected prosecutors, available force, ordered security measures as well as in general issues of organization, structure, composition, equipment layout, operational tactics are not disclosed to third parties.
• The police personnel, who provide security escort services to Prosecutors, act with responsibility, professionalism, discretion and sensitivity and in order to effectively address any emerging issues, they inform accordingly the competent Department for the Protection of VIPs and Vulnerable Targets.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

No

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

• During the implementation of the above security measures, the Hellenic Police provides the means (vehicles) to meet the needs of the accompanying security. However, issues arise regarding the reduced availability, operating costs and maintenance costs.
• It would be advisable, in consultation with the Ministry of Justice, to establish a Corps of fully trained police escorts, who would belong to the Ministry of Justice and would be employed exclusively in the escort security of Judicial Officers.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

The well-being of prosecutors is recognised as an important factor for ensuring the quality and efficiency of criminal justice and for safeguarding the rule of law. In the Greek legal system, institutional and personal independence, stability of service status and objective criteria governing career development constitute fundamental guarantees of professional equilibrium. Issues relating to professional training and working conditions are addressed primarily at institutional level through the Ministry of Justice, the High Judicial Council and the National School of Judiciary, which provides both initial and continuous training, thereby contributing to professional competence, independence and institutional stability.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Support for prosecutors' professional well-being is linked to institutional guarantees of independence, continuous professional training and efforts to improve working conditions. The National School of Judiciary provides specialised training programmes addressing modern forms of criminality, including financial crime, corruption and cybercrime. At international level, empirical studies indicate that judges and prosecutors are among the professional groups exposed to increased risks of stress and burnout due to heavy workload and the nature of the cases handled. Although no specialised empirical study has been conducted exclusively at national level on prosecutors' well-being, relevant aspects have been examined in broader studies concerning the functioning of the Greek justice system, highlighting challenges relating to workload distribution, staffing levels and adequacy of administrative support.[1]

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Prosecutors participate in continuous training programmes organised by the National School of Judiciary and may benefit from institutional and informal professional

[1] Indicative bibliography: International Association for Court Administration (IACA), Judicial Well-Being and Workload, 2022; Council of Europe, Comparative Study on the Workload of Public Prosecutors in Selected Member States, 2020; CEPEJ, European Judicial Systems – Evaluation Report, 2022; OECD, Government at a Glance – Justice indicators, 2023; UNODC, Education for Justice (E4J), 2021; Maslach & Leiter, Burnout in the workplace; diaNEOsis, Justice in Greece, 2019.

networks facilitating the exchange of experience and good practices. Training activities include topics relating to the management of complex casework, digital evidence and international judicial cooperation, strengthening professional resilience and adaptability.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

Prosecutors face increasing pressures due to the volume and complexity of cases, particularly in areas such as financial crime, corruption and international judicial cooperation. Key challenges include understaffing, limited administrative support and the need to manage multiple responsibilities simultaneously. Necessary measures include increasing the number of established posts, strengthening administrative staffing, accelerating digitalisation of criminal justice and expanding the use of technological tools, including artificial intelligence applications supporting case management. Such improvements contribute to preventing professional burnout and enhancing the quality and efficiency of justice.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

Prosecutors' remuneration forms part of the special salary regime applicable to judicial officers and is linked to their constitutionally guaranteed independence. Current socio-economic conditions, including inflation and increased cost of living, particularly for prosecutors required to serve away from their place of residence, indicate the need for further adjustments. A joint memorandum submitted by judicial associations to the Ministry of Finance proposes, inter alia, an increase in the reference salary, restoration of allowances, alignment of remuneration differences and introduction of housing-related financial support. Such measures are considered necessary in order to ensure dignified living conditions, functional independence and the continued attractiveness of the profession.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The prosecutorial function is institutionally recognised as an essential component of the administration of justice and enjoys a significant level of institutional respect. Constitutional guarantees of independence and merit-based recruitment procedures contribute to maintaining the attractiveness of the profession. Adequate remuneration levels and modern working conditions remain important factors in attracting highly qualified legal professionals.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for

the prosecutorial profession. What should be done or is being undertaken to address those challenges?[2]

Key concerns relate to workload management, staffing adequacy, administrative support, infrastructure quality and access to modern technological tools. Particular importance is attached to adequate life and health insurance coverage, housing support for prosecutors serving away from their place of residence, access to legal information databases and translation services in cases involving international cooperation. Additional priorities include strengthening prosecutorial services with administrative and scientific staff and improving digital infrastructure. These measures contribute to balanced workload distribution, sustainability of the prosecutorial function and maintenance of a high level of quality in the administration of justice.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

In Greece, there is a clear and unambiguous distribution of the responsibilities of prosecutors with a managerial role, as this is defined in the Code of Organization of Courts and the Status of Judicial Officers (Law 4938/2022) and in the Internal Service Regulations of the country's prosecutor's offices (in which at least five prosecutors serve), which are drawn up, supplemented, amended, replaced and abolished by decision of the plenary session of each prosecutor's office. The General Prosecutor of the Supreme Court has the right to request the drafting, supplementation, amendment or replacement of Internal Service Regulations of the public prosecutor's offices. In particular, the Director / Head of the Public Prosecutor's Office appoints the prosecutors and court staff who participate in committees, councils or other non-judicial bodies, allocates the prosecutors and court staff to the various departments of the prosecutor's office, represents the prosecution office and ensures that its work is carried out properly. The most senior prosecutor is the Head of the prosecutor's office among the prosecutors (more than one) who serve in the same prosecutor's office. The Prosecutor's Office of the Athens Court of Appeal and the Prosecutor's Offices of the Court of First Instance of Athens and Thessaloniki are headed by a prosecutor who is elected by secret ballot by the plenary sessions of the relevant prosecutor's offices for a two-year term. The prosecutors who direct the above prosecutor's offices are not allowed to be transferred for any reason. In the event of promotion, they shall remain in office and perform their duties until the end of their term of office. Also, the Code of Criminal Procedure (Law 4620/2019) provides for the distribution of responsibilities regarding prosecutors serving in specialized offices, such as Financial Crime Prosecutors.

[2] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The Code of Organization of Courts and the Status of Judicial Officers (Law 4938/2022) provides that the Internal Service Regulations of the prosecutor's offices must include regulations about the allocation of cases, ensuring the quality and efficient exercise of judicial work, taking into account the specific circumstances of each court and prosecutor's office and their staffing, and in particular to provide for the minimum and maximum number of cases allocated per prosecutor, a number which, in the event of the existence of several Departments in the Prosecutor's Office, is differentiated based on the seriousness and difficulty of the cases of each Department. In addition, the Regulation ensures that the allocation of cases is in principle equal in number, severity and difficulty for all prosecutors serving in the Department and may exceptionally provide for an allocation of a reduced number of cases, where required by law or in view of the assignment of additional duties to a prosecutor. For the attendance at the court hearings the prosecutors are selected by electronic ballot (when the number of the serving judges of the respective court is at least fifteen (15)). Those prosecutors who have been drawn by lot repeatedly during the same judicial year, have the right to request, by appealing to the Three-Member Council or to the Head / Director of the prosecutor's office, their exclusion from the next month's ballot. The ballot does not include the names of the prosecutors who have completed the corresponding monthly service.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

According to the Greek Constitution (Articles 87 par. 2 and 93 par. 4), prosecutors in the exercise of their duties are subject only to the Constitution and laws and in no case are they obliged to comply with provisions laid down in violation of the Constitution. Furthermore, according to the Code of Criminal Procedure (Law 4620/2020), prosecutors must decide according to their conviction, following their conscience and guided by their impartial judgment, always justifying specifically and thoroughly with which means of evidence and with what reasoning they formed their judicial judgment. Moreover, according to the Greek Constitution (Article 89), prosecutors are prohibited from providing any other salaried service as well as from exercising any profession, from undertaking administrative duties and from participating in the Government. However, prosecutors may be elected members of the Academy of Athens or teaching staff of higher education institutions. They may participate as well in councils or committees exercising disciplinary, audit or adjudicating competences and in legislative committees, while they are also allowed to undertake the training of judicial officers and represent the Country in international organizations. Finally, judicial functionaries and therefore prosecutors are absolutely prohibited from any form of manifestation for or against a political party (article 29 par. 1 of the Constitution).

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Currently, emphasis is placed on enhancement of human resources of prosecutors' offices, through the increase of the number of serving prosecutors of all instances, the recruitment of a significant number of court staff, the gradual implementation and expansion of the case management system "Integrated System for the Management of Judicial Cases of Civil & Criminal Justice (OSDDY-PP)" and the digitization of the archive of the prosecutors' offices by using the financial tools of the European Union.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Press offices have been established in the country`s major prosecution offices. Their role is to responsibly and authentically inform the public and the media, as well as to ensure the transparency of the judicial proceedings. The General Prosecutor`s Office of the Supreme Court of Greece functions also as Communication / Press Office.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

The General Prosecutor, assisted by one Deputy General Prosecutor appointed by the Plenary Session of the General Prosecutor`s Office of the Supreme Court of Greece, has the competence to act as Spokesperson of the General Prosecutor`s Office in order to inform the public and the media about cases of particular general interest, important decisions, institutional visits and legal issues through the issuance of press releases / announcements or live briefing of media representatives. The information provided must be valid and accurate, respect the principles of presumption of innocence and the protection of personal data, including the protection of minors. Ordinary prosecutors are not authorised to respond to media questions or inquires.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

A Charter of Ethics for Judicial and Prosecution Officers of Civil and Criminal Justice was recently drafted, which was inspired by a) the text of the UN Bangalore Principles of Judicial Conduct, which were adopted in the context of combating international crime and strengthening citizens' confidence in the judicial system and were revised in 2002, and Resolution 2006/23 of the United Nations Economic and Social Council, which called on member states to adopt the Bangalore Principles and establish rules of judicial conduct, b) the Magna Carta of Judges issued in 2010 by the Consultative Council of European Judges of the Council of Europe on judicial independence and transparency in the production of judicial work, c) the texts of ethical principles adopted in most European states (in Italy since 1994), in U.S. and Canada and highlight the contemporary orientations of the judicial systems. The use of social media by the prosecutor as a private individual constitutes an exercise of the right to expression. The prosecutor must show particular caution when using social media due to the availability of the posts, even if they are deleted, as well as the possibility of rapid dissemination to a wide circle of

persons, even if they concern posts on a private 'profile'. He is also fully aware of the risks inherent in the technological possibilities of identification, cross-referencing, unlimited retention and further processing of content data, as well as his communication data, by authorized or unauthorized third parties without his consent. For these reasons, when using social media, the prosecutor shall comply with the ethical principles and standards of conduct of the Charter, regardless of whether such use is made with or without declaring his prosecutorial capacity or his identity details. The prosecutor shall pay particular attention to the content of his posting. He shall ensure that his activities [comments, publications, tags, likes, shares, etc.] are periodically reviewed and cleared. The prosecutor shall be advised to limit access to his account to a limited and trusted circle of contacts, as well as to prevent his account from being found in the results of internet search engines. He shall ensure that he does not participate, even unintentionally, in the dissemination of false news and shall make every effort to prevent the dissemination of such news.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

    The work of the prosecutor is basically/rudimentarily digitalised and based on the use of technologies according to the (digital) skills/abilities of each prosecutor. The traditional paper-based approach has not been replaced.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

    None of the above is applicable. The electronic file is not implemented. The case management system provides the possibility of storing documents without their categorization and meets with difficulty the needs of the prosecution office. The videoconference facilities are used on a pilot basis and to a limited extent.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

    There is a significant delay in the development and implementation of applications. The operational integration of judges and prosecutors in the use of the case management system should be completed and the applications concerning digital files, data storage and analysis, provided by the system itself, should be implemented.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

In combatting specific forms of crime like cybercrime, domestic violence, gender base violence and hate crimes prosecutors have the opportunity to attend national and European seminars (the trainees have similar courses at the National School of Judiciary).
In international cooperation and technological developments prosecutors have the opportunity to educate themselves attending national and European seminars (the trainees have similar courses at the National School of Judiciary).
Management and public relations are not included in the courses of the National School of Judiciary.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Yes it is specialized and oriented in this area. The National School of Judiciary always takes into account the modern tactics of crime in order to educate the prosecutors (trainees and active ones).

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

The continuous changes in economic and social conditions, combined with the rapid development of technology, have led to the emergence of new forms of criminal activity. These developments directly affect the work of prosecutors, who are called upon to meet significantly increased demands for adaptation and specialization. In this context, the continuous and systematic training of prosecutors through the National School of Judiciary becomes necessary, as the education provided must be tailored to the modern needs of criminal prosecution.

More specifically, the training also focuses on addressing particular forms of crime, such as:
(a) organized and cross-border crime,
(b) money laundering,
(c) economic crime, and
(d) cybercrime, which is directly linked to developments in the fields of information technology and digital technologies.

Additionally, during the training process, particular emphasis is placed on mechanisms of international judicial cooperation, especially within the framework of the European

Union, as the effective tackling of cross-border crime requires familiarity with the tools and procedures of organizations such as Eurojust and Europol.

Furthermore, appropriate training is provided regarding the collection, preservation, and evaluation of digital evidence, with the aim of avoiding evidentiary gaps and ensuring the legality of the evidentiary process.
In light of the above, it becomes clear that the specialized training provided to trainee prosecutors constitutes a necessary prerequisite for the proper and effective administration of criminal justice, as well as for adapting judicial work to contemporary demands.

Hungary/Hongrie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

Yes, according to Government Decree 41/2018. (III. 13.) on persons eligible for personal safety protection in connection with criminal proceedings and providing for the rules of personal security, the Riot Police National Bureau of Investigation provides personal security protection, which may cover not only prosecutors but their family members, too. Moreover, if necessary, according to Act CXXV of 1995 on national security services, the Constitution Protection Office shall provide national security protection within the framework of institutional protection. Government Decree 160/1996. (XI. 5.) on the protection of protected persons and designated facilities provides for the permanent personal security protection of the Prosecutor General and, if necessary, the personal security protection of his/her spouse, unmarried companion and child living in the same household with him/her. Moreover, the Government Decree also stipulates that the building of the Office of the Prosecutor General is continuosly guarded and protected by the Riot Police.
According to a security concept based on uniform principles, the Prosecution Service has a security policy – Instruction 2/2013. (I. 31.) LÜ by the Prosecutor General on the Security Policy of the Prosecution Service –, which sets forth personal and property security requirements for the Prosecution Service by taking into consideration its unique features. The Instruction provides for, inter alia, the rules and procedure of various persons' entry into the buildings of the Prosecution Service (e.g. officials, clients, media staff members); the rules for bringing in and taking out items or packages from the building; the rules for opening and closing the buildings and office premises; the rules for managing/operating the technical systems used for facility protection; the protection tasks to be carries out in emergency situations; the control mechanism of the security policy. Act CLXIV of 2011 on the Status of the Prosecutor General, Prosecutors and other Prosecution Employees and the Prosecution Career (hereinafter: „Üjt"), other legislations or regulatory instructions relating to human resource matters do not contain any provisions on the protection and security of prosecutors and their family members.
The current legal frameworks have proven to be sufficient to eliminate and manage threats.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

The most general security protection is ensured by the hierarchical organization, the supervisory system and control mechanism of the Prosecution Service, as a result of which a threat against an individual cannot substantially influence the assessment of a given case. Concrete measures are determined in consideration of the security risks. Regular patrol service, technical devices, continuous communication connections, protective clothing, permanent or temporary guarding personnel and covert tools

applicable in accordance with the secret information gathering set forth by the Police Act (e.g. data collection, surveillance, secret house search, covert investigator, interception). These options can also be used for the protection of private life and digital security.
In accordance with its Information Technology Security Policy and its Information Technology User Manual, the Prosecution Service, for security reasons, does not consent to its employees' posting the fact of their employment by the Prosecution Service or making any reference to it on any social media on the internet. Nor does it consent to its employees' using their official email addresses as contact details for any out of office or private matters.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

The e-learning training course titled Ethics and integrity is always accessible to colleagues, and by the end of 2025 more than 1,400 prosecution employees have completed it. The security awareness raising training of the Prosecution Service and the Awareness Program of the Constitutional Protection Office is regularly included among the training courses offered by the chief prosecution offices. Within the framework of training future prosecutors, every trainee prosecutor has to participate in a training program for junior prosecutors that consists of four modules, where the first module includes presentations titled Security knowledge 1 and 2, Information technology security in practice and Professional ethics of prosecutors.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

The cooperation among the Prosecution Service, the Riot Police and the National Bureau of Investigation, which provide protection, and the Constiutional Protection Office is excellent in practice. They take threats affecting the prosecution offices seriously, and no problems have arisen as to the taking of proportionate and necessary actions. Measures taken for prevention and aviodance have been successful so far.
It is important to maintain the currently effective cooperation, but considering the newly emerging risks resulting from technological progress and social changes, this requires continuous development, training and financial-technological as well as personnel input.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

In accordance with the Fundamental Law of Hungary, Üjt – considering its outstanding importance – is a so called cardinal law, meaning that it can only be adopted or amended by a third majority of the Members of Parliament present. Üjt expressly provides that prosecutors shall be entitled to a remuneration according to the dignity of their profession and the gravity of their responsibility that is worthy of their role played in the administration of justice and the maintenance of legality.

Pursuant to Act CLXIII of 2011 on the Prosecution Service (hereinafter: Ütv), which is also a cardinal law, the Prosecution Service shall form a separate chapter of the budget in the Act on the Central Budget. The Prosecutor General draws up his proposal for the budget of the Prosecution Service and his report for the implementation thereof, which the Government submits without any modification as part of its bill on the central budget and its bill on the implementation of the central budget to Parliament

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Üjt extensively regulates the legal tools and measures relating to prosecutors' professional well-being.
With the execption of prosecutors working at the Office of the Prosecutor General, the base salary of prosecutors have to be determined as the product of the prosecutor's salary base multiplied by a multiplier applicable for the given salary grade under Üjt. In this way, the increase in prosecutors' salary can be calculated in accordance with the increase in the length of their employment by the Prosecution Service.
Prosecutors' remuneration is supplemented by Üjt in various ways. Thus, it is supplemented, for example, by allowances that prosecutors can be eligible to or be granted under conditions specified by law (allowance linked to senior positions, position-related allowance, additional allowance etc.); cafeteria benefits (e.g. usable for holiday accommodation, hot meals, free-time activities, recreation services, health care services) and length of service award.
In addition, upon the authorization by Üjt, the Prosecution Service provides prosecutors with commuting reimbursement; interest-free employer loan for home purchasing or renovation; time-off from work under a study contract and/or financial support for prosecutors' training or further training;
From its own budget savings, the Prosecution Service regularly pays prosecutors other benefits (e.g. annual clothing allowance), further increasing the respect for prosecutors financially thereby.
In order to recognize certain outstanding activities or achievements connected to the activities of the Prosecution Service, the Prosecutor General may grant awards to prosecution employees. Moreover, prosecution employees may be rewarded for their outstanding or consistently good work.

Üjt provides for the annual paid leave of prosecutors, which is higher in its amount that the annual paid leave other employees falling exclusively under the scope of the Labour Code are entitled to. In cases specified by the law, prosecutors are entitled to work part-time or unpaid leave (e.g. in connection with child raising or if his/her spouse is permanently on external service).
In accordance with an instruction issued by the Prosecutor General, working time banking is applied to prosecutors in the Prosecution Service of Hungary. Prosecutors' working hours shall correspond to full-time hours, calculated as an average over a maximum of two months. The standard daily working hours are eight and a half hours, and they are six hours on Fridays. For prosecutors working hours start at 8:30 a.m. and end at 3:30 p.m., while on Fridays they end at 1:30 p.m. (core working hours). Prosecutors schedule their working hours exceeding these core hours for workdays, on their own, in cooperation with their employer, by giving special consideration to the tasks to be completed by a specific time and in adjustment to the opening hours of the

office building.
Pursuant to an instruction by the Prosecutor General, the person exercising the employer's rights, and in some cases the Prosecutor General, may allow prosecutors and other prosecution employees to do remote work online or offline outside their place of duty (home office work).
For objective reasons of work organization, in particular, in order to ensure a fair distribution of the workload, senior leaders of the Prosecution Service may reduce increased workload by removing cases from prosecutors and by reassigning them to other prosecutors.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

In addition to the centrally organized training courses, the 'instructor system' forms an important part of the training system for trainee prosecutors, who are the main source of human resource for future prosecutors. The essence of the instructor system is that the designated instructors effectively support trainee prosecutors during their legal practice on a daily basis, so that they can acquire professional skills and competence. No other training or consulting is provided for prosecutors in this context.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

Managing workload, proportionately allocating human resources in this regard and developing modern technological support (computer equipment and systems) are important tasks. In the event of an uneven distribution of workload, the given head prosecutor may remove cases from prosecutors in order to reassign them to other prosecutors. A regular workload assessment is carried out at the Prosecution Service of Hungary in order to make an informed decision regarding the allocation of human resources.

Depending on budgetary availabilities, the Prosecution Service constantly strives to renovate its office buildings, to build or rent new, modern real estates in order to ensure appropriate work conditions for prosecution employees.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

In Hungary, prosecutors salary base, which serves as basis for the calculation of prosecutors' base salary and allowances, shall be determined in the Act on the Central Budget annually, in such a way that the amount thereof may not be lower than that of the year before and shall be equal to the salary base of judges as at any time.

Moreover, Üjt provides that the the Prosecutor General shall be entitled to the same salary and other benefits as the President of the Curia, while prosecutors of the Office of the Prosecutor General shall be entitled to the same salary as the judges of the Curia working in positions at the same level.

In order to ensure remuneration commensurate with the profession, the amount of the salary base increased by 15% as of 1 January 2025 and by another 10% as of 1 January 2026. According to the plans, the salary base will also increase in 2027 as well.

In Hungary, prosecutors' salaries are typically higher than the remuneration in public administration, and they siginificantly exceed the average income level reported in the national economy.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Data on trainee prosecutors whose applications have been accepted can be relevant in this context. Based on this, it can be concluded that the prosecutorial profession attracts the best legal professionals from among the ones starting their career. It is typical that there are three times as many applicants as there are available positions, and during the selection procedure we also take the grade of the applicants' degree as well as the level of their language skills into consideration. 165 applications (323.5%) were submitted to the 51 published vacant positions available for trainee prosecutors; 24% of the applicants had a summa cum laude degree, 54.5% a cum laude degree. 31.5% of them had at least one advanced-level (C1) foreign language certificate and 60.6% of them had at least one intermediate-level (B2) language certificate. The rates among the selected trainee prosecutors include the following: 48% of them have summa cum laude and 46% cum laude degrees, 33% of them have advanced-level and 62.5% at least 1 intermediate-level language certificates.
An oversupply of applications for published vacant positions of prosecutors is also typical, and lawyers from outside the Prosecution Service often apply for such positions as well.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Inflation in the economy may pose difficulties, which may also adversely affect the purchasing power of prosecutors' salaries. According to a decision by Parliament, salaries were adjusted in the Prosecution Service in three stages between 2020 and 2022. In order to compensate the negative inflation trends of the subsequent years, salaries were increased again at the beginning of 2025 and 2026. At the same time, the salaries of other prosecutorial employees assisting prosecutors' work were also increased significantly, which considerably reduced the number of colleagues leaving the Prosecution Service, as seen before.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

The answer to Question II/8 regarding workload management and maintenance of office buildings also has relevance here.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The clear and transparent division of responsibilities amongst prosecutors working in senior leader positions is ensured in the Prosecution Service of Hungary. Prosecutors in senior leader positions have sufficient power and competence to carry out their activities effectively and impartially.

In Hungary, the Fundamental Law of Hungary and the Prosecution Service Act guarantees that the Prosecutor General and the Prosecution Service shall be independent and shall contribute to the administration of justice by exclusively enforcing the State's demand for punishment as public prosecutor. The Prosecution Service shall be an independent constitutional organisation subject exclusively to law. The Prosecution Service shall perform the duties assigned to it in the Fundamental Law and in other statutes in the framework of a hierarchical organisation where employees responsible for decisions can be personally identified. The Prosecutor General shall not be instructed either directly or indirectly to hand down or change a unique decision of a specific content. Prosecutors shall operate subordinated to the Prosecutor General and shall accept instructions exclusively from the Prosecutor General and a superior prosecutor.

The rights and obligations of a prosecutor relating to prosecutorial activities shall be defined in an Act of Parliament. The Prosecutor General and prosecutors shall be accorded the same immunity as a Member of Parliament.

In accordance with Üjt, the organisation of the Prosecution Service of Hungary shall include the Office of the Prosecutor General, the appellate chief prosecution offices, the chief prosecution offices and the district prosecution offices. Autonomous chief prosecution offices or district level prosecution offices may be established for conducting prosecutorial investigation or to perform other prosecutorial duties in other justified cases.

The Prosecutor General shall regulate the organisation, operation and scope of authority of the Prosecution Service by instructions, within the framework of law. That is how the Central Chief Prosecution Office of Investigation, which has exclusive and national jurisdiction to conduct investigations assigned to prosecutorial competence into crimes defined by law, the subordinated regional investigative prosecution offices or, for example, the Budapest Prosecution Office for Economic Crimes, which has territorial and special material jurisdiction for the capital city, came into existence.

According to the Prosecution Service Act, the Office of the Prosecutor General is headed by the Prosecutor General, the appellate chief prosecution offices by the appellate chief prosecutors, the chief prosecution offices by chief prosecutors, and the dictrict and district-level prosecution offices (hereinafter: district) by prosecutors heading the dictrict prosecution offices.

Pursuant to Üjt, there are various other senior positions at the Office of the Prosecutor General, appellate chief prosecution offices, chief prosecution offices and distcrict prosecution offices (depending on the level of the given prosecution office, these may include, for example, prosecutors who are heads of department, heads of division, deputy heads of district prosecution offices, or heads of unit). Based on this, depending on their staff number and duties, we have created structural units (departments, divisions, units) within the various prosecution offices.

The Prosecution Service Act defines the most important tasks of the head of a given prosecution office (e.g. within the budgetary constraints he/she ensures that the personnel and material resources necessary for the operation of the prosecution office are provided; exercises the employer's rights assigned to its competence; monitors compliance with procedural deadlines; ensures compliance with administrative and management rules). In addition, upon authorization by the Act, Instruction 12/2012. (VI. 8.) LÜ by the Prosecutor General on the organization and operation of the Prosecution Service determines all the fundamental duties and competences for each level of senior leadership.

The above-written shows that the distribution of professional tasks and the differentiated distribution of senior leaders' responsibilities are ensured.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

With the aim of promoting conducts that befit prosecutors' profession, on 3 December 2014 the National Management Conference held in the Prosecution Service adopted the Recommendation of the Prosecutor General on the Ethical Rules of the Prosecutorial Profession, which is binding on all prosecutors. The recommendation prescribes for leaders to respect their colleagues' dignity, to direct them with respect and impartiality, to encourage them through personal examples; to support their colleagues, to monitor their work and workload, to give them information necessary for the performance of their tasks in due time and manner, and to pay attention to their professional development.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

The restrictions on the political activities of prosecutors (including those in leadership positions) stem from the Fundamental Law, which stands at the highest level of the hierarchy of legal sources and stipulates that prosecutors may not be members of a political party or engage in political activities.
Act CLXIV of 2011 on the Status of the Prosecutor General, Prosecutors and Other Prosecution Employees and the Prosecution Career also categorically stipulates that

prosecutors may not be members of a political party and may not engage in political activities.
Prosecutors are subject to conflict-of-interest rules; specifically, a prosecutor may not engage in any gainful activity outside the scope of their official duties, with the exception of scientific and educational activities (such as coaching, officiating in competitions, or refereeing), artistic, or copyright-protected work, as well as lecturing, editing, technical creative work, and employment as a foster parent, provided that this does not jeopardize their independence and impartiality and does not hinder the fulfillment of their official duties. Furthermore, if a prosecutor is elected as a member of the Parliament, the European Parliament, a local government representative, or a mayor, the prosecutor's employment relationship with the Prosecution Service shall terminate on the date of election.
The general provisions of Act CLXIII of 2011 on the Prosecution Service state that prosecutors shall act consistently and fairly in accordance with the law and shall fulfill their prosecutorial duties to the best of their professional ability. In this regard, prosecutors shall exercise their discretion impartially, fairly, in compliance with the law, and free from external influence.
In addition to the provisions cited above, mention should be made of the Recommendation on the ethical rules of the prosecutorial profession, which is based on Recommendation Rec (2000) No. 19 on the role of the Prosecution Service in the criminal justice system, as well as on the draft Opinion No. 9 (2014) of the Working Group of the Consultative Council of European Prosecutors (CCPE-GT) that reviewed the recommendation, as well as the European guidelines on the ethics and conduct of prosecutors, the "Budapest Guidelines."
The recommendation summarizes the ethical standards of the prosecutorial profession to ensure lawful, impartial, fair, and unbiased proceedings. The standards set forth in the recommendation serve as guidelines, draw attention to ethical risks, and provide support in identifying and properly addressing ethical issues.
According to the recommendation, prosecutors must perform their duties fairly, impartially, consistently, effectively, and in a timely manner at all times and under all circumstances. In the course of their impartial and consistent conduct, they must also ensure that they do not give the appearance of bias. Furthermore, they must refrain from participating in any political activity incompatible with the requirement of impartiality, and may exercise their freedom of expression and right of association only in a manner consistent with their office and in a way that does not affect, or appear to affect, the independence or impartiality of the prosecution service.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

As noted in the response to Question II/8, managing the caseload—and, in this context, the equitable allocation of human resources—as well as ensuring the recruitment of new prosecutors are tasks of paramount importance for effective management. To this end, the Prosecution Service of Hungary regularly conducts caseload reviews, and authorized managers may take measures to reassign cases. Prosecutors, as well as trainee prosecutors and junior prosecutors who represent the next generation of prosecutors, are appointed through a competitive selection process, which allows for the selection of the most suitable candidates from among the applicants.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

An organized network of press spokespeople has existed within the Prosecution Service of Hungary for 25 years, since February 2001.

Within the applicable legal framework, the relationship between the Prosecution Service and the media is governed by the instruction of the Prosecutor General on the procedures for providing information to the public. (Number of the current instruction: 14/2023 (Oct. 5) LÜ.)

At the Office of the Prosecutor General, the Communications and Press Department coordinates the organization's public relations activities.

As part of the network of press officers, each appellate chief prosecution office has one designated and trained prosecutor, while each chief prosecution office has at least two, who perform the duties of press officers. Their responsibilities include maintaining contact with the press, issuing press releases and local news, responding to media inquiries, and making statements in various electronic media.

In addition to responding to inquiries received by the Office of the Prosecutor General and supporting the Prosecutor General's media appearances, the department exercises professional oversight over the network of spokespersons. In doing so, it continuously monitors and evaluates the activities of the spokespersons, prepares preliminary communication plans, coordinates crisis communication situations, assists with press conferences, and organizes group and individual training sessions.

In addition, as part of the new communication strategy adopted in 2020, the department keeps the organization's revamped website up to date (with a particular focus on its news and press release sections), manages the organization's social media pages (Facebook, YouTube, X, educational blog), produces informational short films and creative materials, launches educational series, and helps ensure better utilization of press materials by editing, anonymizing, and then using photo and video materials related to specific crime news stories.

Within the Communications and Press Department of the Office of the Prosecutor General, the Audio-Visual Technology Team provides technical support for press-related activities.

Press secretaries assist press officers in their communications work.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

While the staff of the Communications and Press Department report to the Prosecutor General, the spokespersons for the appellate chief prosecution offices and chief

prosecution offices perform their communications duties under the direct supervision of the appellate chief prosecutors and chief prosecutors.

In addition to the Prosecutor General and his deputies, the chief prosecutors of the appellate chief prosecutors may, on the one hand, make statements to the press themselves and, on the other hand, are responsible for public relations through their oversight of the work of their spokespersons.

Spokespersons issue their press releases and statements in consultation with their superiors.

In addition to the Prosecutor General and his deputies, the chief appellate prosecutors and chief prosecutors, and the press spokespeople, prosecutors and junior prosecutors designated on a case-by-case basis by the Prosecutor General, the chief appellate prosecutor, or the chief prosecutor are also authorized to provide information.

The Prosecution Service has the authority to provide information throughout the entire criminal proceeding, a right that our organization exercises extensively. Last year, for example, approximately 11,500 statements, interviews, press releases, and proactive communications were issued nationwide.

In doing so, we must, of course, take into account the interests of the criminal proceedings as well as various legal obligations, particularly the presumption of innocence and the protection of the personal data of those involved in the proceedings.

In addition, the Prosecution Service regularly informs the public about its public law activities.

Under the relevant legal provisions, the provision of information is not limited solely to the press in the traditional sense.
Information may be requested not only by a representative of a media content provider (press), but by anyone who indicates that they inform the public through a service related to the information society (which may be, for example, a personal blog or a public social media profile, etc.).

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The Prosecutor General issued his recommendations on the ethical rules governing the prosecutorial profession in 2014.

(These rules are based on Recommendation Rec (2000) No. 19 on the role of the Prosecution Service in the criminal justice system, as well as on the draft Opinion No. 9 (2014) of the Working Group of the Consultative Council of European Prosecutors (CCPE-GT) that reviewed the recommendation, as well as the European guidelines on the ethics and conduct of prosecutors, the "Budapest Guidelines.)

The ethical guidelines stipulate that prosecutors must conduct themselves in a manner consistent with their office when interacting with the media, and that their conduct must not undermine the independence and impartiality of the Prosecution Service; they must

respect freedom of the press, fulfill their duty of confidentiality, respect the confidential nature of investigations, and uphold the inviolability of privacy and human dignity.

Prosecutors are not prohibited from being present on social media platforms, but—for security reasons—they may not disclose their status as prosecutors on these platforms. Prosecutors must also adhere to the ethical rule that they must refrain from participating in any political activity incompatible with the requirement of impartiality while engaging in social media. They may exercise their freedom of expression and right of association in a manner consistent with their office and in a way that does not affect, or appear to affect, the independence or impartiality of the Prosecution Service.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Through an active media presence, the Prosecution Service seeks to build and maintain the public trust that is essential to the smooth functioning of the justice system.
Our media activities, which have been extended to social media platforms, do not focus solely on specific cases; rather, our organization strives—through various creative means—to use educational content to familiarize the broadest possible public with both the work of prosecutors and the relevant rules of criminal and public law.
This effort is complicated by the significant restructuring of the media market in recent times.

Following the rise of online media over the past two decades, the recent surge in the popularity of social media platforms has been striking.
This has now reached the point where 90% of news consumption takes place through social media platforms.
On platforms driven by various algorithms and influenced by opinion leaders, balanced information is threatened by the formation of opinion bubbles on the one hand, and by the mass of unfiltered, inarticulate, and unverified information on the other.
The often divisive and largely emotion-driven content on social media platforms constantly distorts both the information released by the Prosecution Service and public perception of the organization.
These platforms sorely lack the editorial responsibility characteristic of traditional media and—even regarding factual data—a fundamentally neutral tone.

In our experience, even when taken together, the Prosecution Service's ongoing news coverage, its expanding platforms, active social media presence, and extensive educational content can only mitigate the problems outlined above that have arisen due to the rise of social media.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The legal provisions that took effect on 1 January 2018 generally require the relevant authorities – including the Prosecution Service – to provide their clients with the option

of electronic case management and, in the case of document exchange between parties, the option of electronic communication. While electronic communication is mandatory for the relevant authorities, clients may choose the method of communication at their own discretion; that is, the choice of electronic administration is based on the clients' free decision.
Accordingly, documents generated in 2018 and thereafter are, as a general rule, created in electronic form from the outset by the relevant authorities and are also managed in this form.
The relevant authorities have completed the necessary IT developments, procured the required IT tools and services, and implemented them. These tools are supplemented by a wide range of central information and communication services that are available to the relevant authorities free of charge and, where applicable, are mandatory.

The new legal provisions that took effect in mid-2025 marked the next phase of the digitization process that began in 2018; these provisions mandated that the relevant authorities, including the Prosecution Service, must digitize their internal processes that had not previously been digitized. As a result, both the external and internal administration of the relevant authorities became digitized.
However, clients may still choose the traditional, paper-based form of communication and interaction. Given that the relevant authorities must respect this choice, this results in the continuation of paper-based administration and the persistence of this way of thinking.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

As a result of the mandatory transition to electronic systems, the Prosecution Service had to review its long-standing practices, habits, and work organization. The transition to electronic document and case management required a significant shift in mindset from all colleagues. The transformation of data and document exchange with relevant partner agencies (investigating authorities, courts) and the increasing use of electronic communication have led to the development of new forms of cooperation among these organizations.

The management of documents originally created electronically – in an electronically certified format and, in many cases, stored on shared servers – had already begun earlier; however, with the widespread adoption of electronic case management, this process has reached a qualitatively new level. The Prosecution Service uses software developed in-house for electronic document and case management, based on modern technologies and operating with a complex access control system. This has significantly simplified access to and management of case materials and documents for prosecution staff, as well as facilitating internal and external communication with relevant partner agencies.

These are complemented by digital solutions such as electronic signatures available to all prosecutors, a Microsoft Teams-based video conferencing system, online access to various government and partner agency digital registries and databases, and an online legal database service.

The prosecutor's office does not currently use solutions based on artificial intelligence; discussions are currently underway regarding where these could be integrated into the office's workflows.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The full benefits of many IT solutions that appear to be useful and would undoubtedly make the work of prosecutors more efficient could be realized if the Prosecution Service were able to utilize open, cloud-based solutions. However, given the nature of the data handled by the Prosecution Service, this poses a serious risk from the perspective of data protection and information security.

Therefore, it is a deterrent that the data managed by such solutions is stored on servers located outside the country's borders ("in the cloud"). In the case of artificial intelligence, this requirement is further narrowed: in this context, solutions would be needed that allow data falling within the scope of the Prosecution Service's data assets to be kept "in-house" (on-premise) without compromising efficiency. However, these on-premise solutions are more costly and resource-intensive from the perspective of the Prosecution Service.

This situation can be addressed primarily through legislative measures – both at the national and EU levels – and, where necessary, by making additional financial resources available.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:
    - combatting specific forms of crime,
    - or in organisational matters, such as training on management,
    - international co-operation,
    - public relations, and/or;
    - technological developments.

The central training programs organized by the Office of the Prosecutor General include a significant number of specialized training courses. We organize annual continuing education programs for prosecutors responsible for the supervision of the legality of the penal system and the protection of rights, prosecutors handling juvenile criminal cases, prosecutors representing the prosecution in first-instance trials, criminal court team leaders and subordinate prosecutors, investigating prosecutors, public interest prosecutors, prosecutors overseeing the IT sector, and press spokespeople of the prosecution offices. Of particular significance are the training sessions and conferences organized for members of prosecutor networks dedicated to combating specific types of crimes: for several years, we have been organizing continuing education for prosecutors and IT specialists in the Prosecutors' Network for Computer Crimes, as well as for members of the Prosecutors' Network for Human Trafficking, and in 2026, in addition to these, we plan to organize training for two additional networks: the Prosecutors' Network

Against Money Laundering and the Prosecutors' Network Against Drug Crimes. We also organize training every year on the topic of traffic offences.
As part of our management training program, we organize an annual three-day management training session open to prosecutors in various senior positions, as well as separate seminars for deputy chief prosecutors specializing in criminal law and public law.
In 2025, our training sessions focused on specific topics such as experiences with compensation lawsuits, as well as violence against women and combating domestic violence.
In 2025, of the 33 centrally organized courses for prosecutors, 17 were specialized training sessions (51.5%); of the 84 training days, these accounted for 31 (37%).

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

The Prosecution Service places great emphasis on assessing training needs; we conduct a needs assessment during the preparation of the annual training plan, and we ask participants to fill out anonymous evaluation forms during the courses, where they also have the opportunity to articulate their needs. As part of our long-term evaluation, we send out another questionnaire 3–6 months after the training, in which we ask about the practical application of what was learned during the training.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

When organizing training programs, it can be difficult to strike the right balance between online and in-person sessions; many people prefer the in-person format because of its immediacy and personal interaction, while others prefer online courses because they can accommodate a larger number of participants.

Ireland/Irlande

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

In response to developments in this area, there are training, guidance and instruction measures taken by the Office of the Director of Public Prosecutions ('ODPP'), to enhance the safety and security of prosecutors (and by extension their families in Ireland).

This is a fast-developing area, particularly with the emergence of lay litigants (many of whom in effect, refuse to avail of free legal aid i.e. to be represented by a legal professional in their criminal case) and the rise of various right-wing anti-immigration movements / groups, presenting an enhanced risk.

The ODPP's office building is subject to security assessment / guidance from the Garda (Police Service) Technical Advisory Group (aka 'GTAG'), which is part of the Garda Liaison & Protection Section. This Section was set-up in June 2005 on the Direction of the Garda Commissioner and operates within Security & Intelligence. GTAG offers technical assistance and develops security standards across both the public and private sectors and works closely with the Gardai National Crime Prevention Office.

Officers from GTAG have additionally provided security awareness training to ODPP staff and continue to provide an input into the ODPP's induction and remote working internal programmes. Which highlights the benefits of risk awareness, in addition to mitigating potential security risks.

The ODPP internal induction / remote working programme includes a specific security awareness briefing, which emphasis the need for 'digital diligence' and self-privacy protection. As part of the mandatory training, a presentation from the International Association of Prosecutors or 'IAP' Global Training Academy webinar is provided and discussed in part, namely - 'Prosecutor Safety and Security – 'A Personal Approach' (from the IAP website dated 11th February 2026).

The presentation highlights the risks that can present, not only to a prosecutor but also potentially to their family and friends from on-line exposure, highlighting vulnerability arising from access to digital pictures / information concerning house and hobbies on social media. The potential risks associated with social media use in general are also highlighted and discussed.

There are updated, mandatory 'on site' security measures / rules, in place for visitors to the Office.

The ODPP are developing an internal process for managers to mitigate where necessary, potential risks posed to their team members arising from their prosecuting work. There is a reporting / recording process of any security incidents, whether they take place 'in person' at e.g. physically at the Courts, or via communications.

This ODPP will in certain cases, as part of this process, link in with the Judges and Courts Services. Those procedures may include:

- *Maintaining a list of lay litigants (where those litigants present a specific risk or potential risk) disseminated to the switchboard and security staff at the ODPP.*
- *The use of generic emails (for ODPP staff) for receipt and reply to certain emails with defendants, on specific cases.*
- *Different legal officers attending court on specific cases on different court dates. Using in effect a team of prosecutors as opposed to an individual prosecutor on certain cases to promote anonymity, where required.*
- *Advance notice / communication with Court security and with AGS (Police Service) before each court date.*
- *Using a specific process for the service of legal papers upon the ODPP.*

Section 6 of the Prosecution of Offences Act 1974 governs lawful correspondence with the Office of the DPP. This facilitates legal representatives, victims of crime (their legal representatives and / or the family of a deceased victim) and defendants to correspond with the Office. This right of correspondence with the ODPP does not extend to ordinary members of the public, nor to e.g. 'ad hoc' representatives purporting to act on behalf of defendants.

There are no specific offences under Irish law e.g. for threatening or harming a prosecutor. The same prosecuting offences that exist and apply as to other members of society, also apply to prosecutors. The fact that a victim is or was a prosecutor, exercising a public function, would likely be categorised as a particularly aggravating factor in any sentencing following a conviction for a criminal offence (if it were a relevant factor, in the commission of that offence).

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

The Office of the DPP has an ICT Usage Policy which states that staff must not use professional networking sites, social media sites or discussion fora for: posting anything that would identify where they or their colleagues work.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

As above.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

As above. The ODPP are interested in adopting best practice in this area, by examining practices in neighbouring jurisdictions and through the CCPE/COE.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Yes, the wellbeing of prosecutors is recognised as being a key element in the effective functioning of the prosecution service. There are a number of mental health supports in place for staff; the following are practical examples:

- *The CSEAS – The Civil Service Employee Assistance Service (CSEAS) provides an internal Employee Assistance Programme to Civil Service staff. The Service is a work-based professional service which is designed to assist employees manage/resolve work-related and personal difficulties which, if left unattended may adversely affect attendance, work performance and quality of life. It is a confidential service, available Monday to Friday during office hours and outside hours by appointment. There is also a People Managers Guide as part of this service, which supports managers and Human Resources (HR) Divisions to assist in responding to staff facing challenging life events.*

- *Lena – is an outside professional agency which delivers an independent, confidential counselling service to the ODPP, with a network of counsellors located throughout Ireland. Counselling is available in-person, online or over the telephone. This service is a self-referral service with the availability of up to 6 free sessions of counselling. To access the service, there is a specified number available 24/7, 365 days a year.*

- *The ODPP uses Mental Health Ireland – to provide evidence based mental health awareness education and training to staff. Mental Health First Aiders – The Mental Health First Aid course is designed specifically for (ODPP) managers, supervisors, and employees who want to learn how to support a colleague who may be developing a mental health difficulty or experiencing a mental health crisis.*

- *Flexible Working is available: to support work-life balance. As are Bereavement leave & Grief in the Workplace Supports.*

- *Physical & Financial Health: Subsidised Membership in the Civil Service Sports and Social Club is available in Dublin, physical activity initiatives like the 'Bike to Work Scheme' and financial planning workshops are offered in house. VDU (Visual Display Unit) Eye Tests - with reimbursement to ODPP staff for a VDU eye test once every 2 years. Reimbursement to ODPP staff for 75% of the amount that a flu vaccination will cost staff, up to a maximum amount of €20 yearly.*

The Office has a well-developed Wellbeing Committee which organises courses / workshops on e.g.:

- *Managing work-related stress.*
- *Online literacy - Cybersafe Kids.*
- *Building Resilience.*
- *Dignity and Harmony at Work.*
- *Health and Wellbeing Presentation.*

- *Introduction to Mindfulness Presentation.*
- *Introduction to the CSEAS Presentation.*
- *Mental Health and Resilience.*

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

   As above.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   As above.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   As above. There are additional internal procedures in place to avoid where possible, the direct exposure of officers to sensitive traumatic material on files, unless the viewing of that material (e.g. CCTV footage / photographs) is specifically necessary subjective to a file e.g. postmortem photograph.

   Prosecutor attrition is recognised as an issue, particularly for those ODPP officers working for pro longed periods of time with victims of sexual or gender-based violence. The measures as described above, are used to mitigate the risks presenting.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

   Yes, the salary levels are ordinarily sufficient to attract and to retain suitably qualified staff. There is though, a constant balancing exercise required, between ensuring adequate renumeration in the form of relatively high salary levels to prosecutors, to accommodate / compensate for the equally or indeed higher levels of cost-of-living expenses being experienced. This is particularly the case for those prosecutors living and working in the capital city. Ireland is measured as being one of the most expensive countries to live in, in Europe, with some studies ranking Ireland as second only behind Denmark. This translates into e.g. significant pressure for ODPP staff to source adequate housing in the capital.

   In Ireland, most prosecutors are lawyers employed by the Office of the Director of Public Prosecutions (DPP). Their pay is generally aligned with specific (usually higher level) legal grades within the Civil Service framework, rather than generic administrative grades.

The DPP employs Solicitors and Barristers at structured grades, typically including:

- *Prosecutor (entry / standard level).*
- *Senior Prosecutor.*
- *Principal Prosecutor.*
- *Professional Director / Deputy Director.*
- *Director of Public Prosecutions (office holder).*

Exact job titles can vary in competitions but pay follows public service legal scales approved by the Department of Public Expenditure.

Prosecutors are public servants within a specialist legal pay framework- depending on qualifications and years of post-qualification experience. All general round increases under the national pay agreement for civil servants apply automatically to prosecutors. These scales already incorporate increases arising from the Public Service Agreement of 2024–2026.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Yes, while the salary levels for prosecutors may not directly equate to those available in the more lucrative alternative areas of legal practice e.g. aircraft leasing and commercial law, there is a high level of professional vocation / attraction, existing for persons wishing to be prosecutors in Ireland. Family friendly and flexible working arrangements, also increase the attractiveness of working in the civil service as a prosecutor.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

In terms of managing prosecutorial workloads:

The significant upsurge in court activity continues to represent real challenges for prosecutorial workload. Since 2019, there has been a 149% increase in the number of court dates in the Central Criminal Court, with a 24% increase in the number of Circuit Court sitting dates in the Dublin Circuit Criminal.

The increasing role of EU law in domestic criminal prosecutions, and for example, the forthcoming Transfer of Criminal Proceedings legislation and e-Evidence packages, as well as the enhanced role for Eurojust, will have a significant impact.

Files received by the ODPP are increasingly more complex in nature and many require specialised case work, with an increased reliance on international cooperation (to secure foreign based evidence) and a greater resourcing input.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

The growth in the use of digital data in particular is a challenge – from phones, social media apps, CCTV and body worn cameras – gathered at investigative stage and submitted for review, continues to transform the volume and nature of material that must be assessed by prosecutors, when deciding whether to prosecute, reviewed for relevance at the disclosure stage and ultimately presented at trials.

Advancements in areas such as Artificial Intelligence, cloud services and data analytics present an opportunity for the ODPP to explore potential efficiencies, while at the same time there is a need to address the risks that new technologies can bring.

Given the volumes of digital data involved, it is becoming progressively more difficult to balance the legal obligation to identify and disclose (legal disclosure obligations to promote a fair trial, in an adversarial common law system) relevant or potentially relevant information, with the duty to protect privacy (e.g. the privacy of victims).

There continues to be a need for appropriate ICT systems paired with strong governance to assist with the analysis and management of data relevant to cases.

Training for prosecutors is becoming increasingly important as more specialisation is required (for prosecuting e.g. sexual offences, organised crime, proceeds of crime, terrorism). This is particularly so, for a smaller common law jurisdiction, such as Ireland, there is a constant need to balance the resources required for ongoing training / upskilling, with the need for prosecutors to discharge their daily core functions. There is a need to have in place contingency and succession planning, for all, but especially for those legal officers specialised in complex legal areas.

Legislative and policy changes have expanded prosecutorial responsibilities: e.g. the EU Victims of Crime Directive and the accompanying transposing domestic legislation, being The Criminal Justice (Victims of Crime) Act 2017 significantly increased engagement obligations for the ODPP with victims of crime. Additional supports are required to be resourced and in place for vulnerable witnesses, by dedicated trained staff and appropriate infrastructure.

Additional resourcing particularly in the form of modern information communication technology systems for data capture, statistical analysis and training are required to meet the demands / needs of the various oversight bodies such as:

Council of Europe organisations -

- *Working Group on Bribery,*
- *GRETA (Trafficking)*
- *GRECO (Corruption)*
- *MONEYVAL (AML/CFT)*

- *The Trafficking in Persons (TIP) Report is published annually by the U.S. Department of State. It assesses governments against the minimum standards for the elimination of trafficking set out in the U.S. Trafficking Victims Protection Act (TVPA) Ireland is ranked Tier 2.*

- *The Financial Action Taskforce who are undertaking a site visit / oversight of Ireland's technical compliance with FATF recommendations / measures, as well as the overall effectiveness of the system in Ireland used to combat money laundering, terrorist and proliferation financing, in the summer of 2018.*

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Within the ODPP, there are several set structures which divide the work of the office. These are the Directing and Specialist Units Division, the Solicitors Division, the Prosecution Support Services Division and the Corporate Services Division. Within each of the Divisions there is a structure where the managers attribute work to their team members in a transparent manner with all work being registered electronically on the Case Management System. The managers in turn report to their Division Heads who report to the Director and Deputy Director.

Managers are independently required to monitor the work levels both collectively for their Sections / Units, as well as individually, for each of their reporting legal officers, using regular case management reports which are produced electronically. The reports, measure the actions for the different types of legal work required in each Section or Unit, in addition to recording the timelines for the delivery of that work.

The ODPP as part of the Civil Service uses a Performance Management and Development System (PMDS), which is designed to set, review, and strengthen the performance of staff within the Civil Service. It aims to provide a tool for managers and jobholders to manage and improve performance effectively.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

Overall resources - to compensate and to seek to cater for the increased workloads and expectations of the prosecution service, the ODPP has undergone significant expansion in recent years:

The Office grew from four lawyers in 1975 to almost 300 staff by the end of 2024, including lawyers, administrative staff, specialist roles, State Solicitors and panels of counsel. The ODPP now manages approximately 17,000 prosecution files per year, alongside a rapidly expanding Court workload. As set out above, the most significant driver for staff increases is the dramatic rise in criminal Court sittings, the increasing complexity of criminal prosecutions together with the involvement of far greater volumes of digital evidence.

In the Budget 2025, the ODPP's allocation increased to €72 million, an increase of €11 million in one year, representing a 40% increase in funding since 2020. The Government has explicitly linked this funding to:

- *Recruitment of additional staff*

- *Reducing delays in progressing criminal cases*
- *Supporting the expanded courts system.*

For e.g. in 2024, a total of 18 ODPP recruitment competitions were completed; to expand the potential 'pool' for future recruitment to the ODPP, the Human Resources Unit expanded its annual careers fairs to several different Universities. The ODPP also developed a LinkedIn corporate page which was launched in late 2024, allowing the ODPP to raise the profile of the prosecution service primarily for the purposes of recruitment.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

There are binding standards / requirements for prosecutors as set out in the published, Guidelines for Prosecutors and the Code of Ethics, in addition to binding standards set by professional organisations, such as the Law Society.

Prosecutors working within the ODPP are also defined as being civil servants. As such, they are bound by: The Civil Service Code of Standards and Behaviour & Circular 09/2009 – Civil Servants and Political Activity.

Prosecutors must act independently, as Civil servants they cannot:

- *Engage in public political debate or commentary on matters of national or local political controversy.*
- *Campaign for, canvass for, or publicly support any political party or candidate.*
- *Make public statements that could give rise to perceptions of political bias.*
- *Stand for election to the Dáil, Seanad, European Parliament.*

Prosecutors as members of the Civil-service have the right to:

- *Vote.*
- *Hold private political opinions.*
- *Where no real or perceived conflict of interest present, to hold limited private political engagement that is not public, visible, or capable of being associated with their official role is permissible.*

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The provision of a new Case Management System (CMS) for the ODPP is crucial to the future development of the prosecution service. The ODPP has expanded and continues to expand. With modern working practices and corresponding demands, a new CMS is a key item of infrastructure for the ODPP moving forward.

The ODPP's strategy statement for the period to 2024 emphasized the need for investment in digital and technology capabilities to assist with the analysis and management of data relevant to cases.

The office aims to enhance the interoperability of its ICT systems and participate in technology initiatives with key stakeholders across the Irish criminal-justice system. A procurement team together with provisional funding to obtain this vital ICT system are in place.

The ODPP is growing and is moving to establish a regional office in Cork. There is a continuing need to modernise and to improve upon the Office's accommodation and facilities, plans are in place to meet accommodation short, medium and long-term requirements.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

    The Office of the Director of Public Prosecutions (DPP) in Ireland has a Media Liaison Officer (the Head of Governance & Communications) who deals with all press queries to the Office, in consultation with the Director. All press queries are dealt with via a dedicated mailbox (media.liaison@dppireland.ie).

    As a matter of general principle, the Office of the DPP does not comment on individual cases but does, where possible and appropriate, provide general information about how the prosecution system operates, or statistical information when requested.

    The Office of the DPP has a Media Policy which outlines how all staff, including prosecutors, should deal with approaches from the media – i.e. Any request from the media for information or for a comment from a staff member should be redirected to the Media Liaison Officer.

    Regarding social media, the Office of the DPP has a very limited social media presence (currently LinkedIn only, which is managed by the Governance & Communications Unit).

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

    The Director has a role in approving all responses to press queries. Other prosecutors (both from the senior management and otherwise) may be consulted for background information for a particular query, but as stated above, all responses are issued by the Media Liaison Officer – prosecutors are not authorised to respond directly.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

There are no legal regulations governing prosecutors' conduct on media/social media. The Office of the DPP has its own Code of Ethics. However, this does not govern prosecutors' conduct on media/social media. In relation to media/press, it merely states that prosecutors

shall: "remain unaffected by individual or sectional interests and public or media pressure having regard only to the public interest".

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

There are no overriding concerns to date. One potential issue, to consider is the effectiveness of social media providers in the State, where required to remove e.g. infringing personal information (e.g. relating to an individual prosecutor) that might be present on a social media account.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The Office of the Director of Public Prosecutions (DPP) is actively working on digitalization to enhance its operations and improve the efficiency of its services.

Presently, legal / administrative work is carried out both in electronic and in physical format (with the presence of paper files, alongside digital working).

The evolution is towards an entirely paperless, electronic methods of working, the speed of that evolution will likely depend upon the ODPP obtaining and installing a new Case Management System, to support all electronic working.

Movement towards utilising secure digital cloud services to store data, in response to the increase in the volume of digital data used for criminal prosecutions, is also probable. Such a move would facilitate the evolution towards (entirely) electronic working.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digital case management systems have had a transformative effect upon the ODPP over the last two decades. Facilitating efficiencies in the manner in which prosecutors work, communicate, conduct knowledge management. Modern digital working practices both augment and underpin the prosecution service.

Microsoft 365 Copilot Chat is now available to all staff for use in the ODPP. Copilot Chat is an AI-powered assistant integrated into Microsoft 365, designed to help streamline certain tasks such as summarising and refining content, while supporting productivity and collaboration.

Guidance for Staff has been provided to ensure that staff within the ODPP appropriately use Copilot Chat. Its use is restricted to specific tasks, which have been assessed by the Office and deemed to be low risk. The guidance may be updated from time to time as further potential uses for Copilot are identified and duly assessed.

The guidance outlines: Tasks suitable for Copilot Chat and those not suitable for Copilot Chat; examples include:

• Legal Opinions: Large Language Models do not understand context and should never be used to form the basis of a legal opinion.
• Legal Research or Citing Legislation/Case Law: Copilot Chat does not access verified legal databases and cannot reliably determine relevance. It is not a reliable tool for discovering new legal information.
• It cannot replace Professional Judgment:
• Case-Related Analysis: It should not be used for analysis, to review, or to interpret case-related material, unless explicitly authorised by a manager.

Other key principles for responsible use, including data protection, transparency, and human oversight:

• Officers are responsible for their work product.
• Copilot Chat is a drafting, refining and productivity tool — it is not a substitute for professional judgment.
• All outputs from Copilot Chat must be reviewed by staff with appropriate expertise.
• Transparency with end users — as a general rule, where AI assistance has been used, the officer should include a clear disclosure to that effect in the document.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The potential dangers of using AI of legal work are not confined to the accuracy of the work produced and relied upon, but also in the recognition that prosecutors act as advocates for justice. AI does not and cannot act as an advocate, it has no individuality, no passion, no sincerity, no authenticity; the use of AI products may sound rehearsed in a Court environment.

The use and potential misuse of AI in legal proceedings was subject to a recent decision and Court guidelines issued by the Court of Civil Appeal in Ireland, in the case of James Guerin and Gemma O'Doherty. A decision of Mr. Justice Costello on the 26th March 2026, Neutral Citation Number [2026] IECA 48. The judgement emphasised the need to verify the contents and accuracy of any legal work, which utilising AI generated material, with a detailed list of conditions to be satisfied. This judgement has been widely circulated in the ODPP.

Paragraph 75 of the judgement, highlights some of the issues that can arise from the misuse of AI in legal proceedings:

'It is not acceptable for parties uncritically to provide submissions which purport to rely on cases or propositions the existence of which they have not verified. It leads to completely wasted time and costs. It casts an unfair burden on the opposing party in their preparation of their response to the submission or in preparing the books of appeal. It potentially brings the administration of justice into disrepute and may result in misleading the Court'.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

As a starting point, the Law Society of Ireland mandates that each solicitor in the ODPP must complete a standard 25 hours of CPD (Continuing Professional Development) each year.

Additionally, there are set requirements for legal staff in the ODPP to receive specialised training in certain areas e.g. to combat sexual, domestic and gender-based violence, to combat money laundering, terrorist financing and proliferation offences.

Other areas for mandatory training of ODPP officers include training for dealing effectively with vulnerable victims, anti-bribery / corruption, to combat human trafficking / people smuggling.

Specialised training is also required on a non-mandatory basis for prosecutors to cover areas such as complex financial crime including asset seizing work, international co-operation, environmental crime, the use of digital evidence, terrorism and organised crime, breaches of health and safety law, regulatory offences such as for breaches of the sea fisheries legislation, food safety and for revenue offences.

The Legal Training Steering Committee is responsible for the internal training of ODPP legal staff. It is an internal governance committee within the ODPP that oversees:

- *The strategy, quality and priorities of legal training,*
- *Alignment of training with prosecution policy, ethics and professional standards and;*
- *The development of a consistent learning culture across the Office*

Senior managers and legal staff provide input into the Committee, in terms of training needs that they identify, reflecting the need to acquire specialist legal experience / knowledge.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Yes, in the main, however the legal landscape is continually evolving with new challenges and new forms of evidence, (reflecting advances within society). It is therefore a constant challenge, to ensure that legal staff are suitably qualified, with the necessary legal training and guidance to meet and overcome those challenges.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

The knowledge management and training manager is developing a process of quality assurance / control in respect to both the training that the ODPP receives and the training that the ODPP provides to external legal stakeholders.

This will involve greater co-ordination of training, with a greater focus / assessment of the value that the training delivered. In many cases, it is necessary for the ODPP legal officer to attend specialised training in another jurisdiction. There is a comprehensive refund of fees scheme available for legal officers in the ODPP, to apply for and to obtain, advance payment for specialised courses, as approved by their manager.

A central challenge is ensuring that there is adequate cover in place, to effectively discharge the prosecutions core functions, while simultaneously providing training for specialist skills and legal knowledge for legal officers.

Italy/Italie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

I.I. A comprehensive answer is provided to the questions above:

A) Introduction. Italian history from the 1960s to the 1990s was marked by the murders of 27 judges and prosecutors, primarily by organized crime groups of the mafia and terrorist type, and by many other serious attacks and threats. This tragic stigma has given the country particular expertise in protecting magistrates.The protection of judges and prosecutors in Italy is managed through a structured system involving various authorities, with the aim of ensuring the independence and safety of the above-mentioned magistrates (in Italy, judges and prosecutors are part of the same judiciary), especially those exposed to risks due to complex and dangerous investigations. The key points are summarized below.

B) Regulation. The matter is based on ministerial decrees (such as those concerning the establishment and regulation of the security body, called UCIS, responsible for the personal safety of judges and prosecutors) and ministerial regulations of the Ministers of Interior and Justice, aimed at responding to security needs in the context of crime prevention. See, in particular, Ministerial Decree 23 April 2004, no. 161 (Regulation defining the criteria for adopting protection and surveillance measures).

C) Security Bodies: The personal safety of magistrates, in particular outside the courthouses, is managed by the UCIS (acronym for Inter-Agency Central Office for Personal Security) - a structure of the Department of Public Security of the Ministry of the Interior -, which assesses the level of risk and implements the necessary protective measures. The security and protection of judges and prosecutors in courthouses is entrusted to Carabinieri Corps. Furthermore, there

are specific security obligations for courts, with checks and measures designed to protect magistrates during hearings.

D) Levels of Protection. Measures may vary based on the threat and can include an escort, an escort service by police vehicle – armoured if necessary – and/or fixed or dynamic surveillance in office and at home.

E) The so called "protection procedure". Article 36 of the Internal Regulations of the Supreme Council of Magistrates (CSM) provides for and regulates the "protection procedure," which is an administrative act used to defend the independence and autonomy of individual magistrates or the judiciary from external attacks, undue pressure or threats. It does not produce direct legal effects but has a strong symbolic and guaranteeing value. Its purpose is to protect the credibility of the judicial institution in the face of criticism deemed to go beyond the scope of the right to press or political debate, which risks undermining the exercise of judicial functions. It is often activated following statements by political or media figures deemed damaging, as in the case of politically or socially sensitive investigations or judgments. As for the procedure, the protection procedure is requested by individual members of the CSM or directly by the Plenum. “Protection procedure” is not a corporate self-defense, but a strong statement that aims to protect the authority of the judiciary within the constitutional framework.

F) Privacy rights and digital security. Security systems have been developed to prevent unauthorized remote access to emails and computers of judges and prosecutors, with a view to protecting personal safety and the confidentiality of investigations. Furthermore, some internal regulations of the Supreme Council of Magistrates (CSM) include provisions for the confidentiality and personal safety of magistrates.

G) Conclusion. It is believed that no further interventions are necessary other than adapting the existing system to new and future threats

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

II.I. A comprehensive answer is provided to the questions above:

A. Introduction and legal sources. The matter is regulated in a general way by Article 7, paragraph 1, second sentence of Legislative Decree 165/2001, as amended by Article 21 of Law 183/2010, according to which: "*public administrations guarantee equality and equal opportunities between men and women and the absence of any form of discrimination, direct or indirect, relating to gender, age, sexual orientation, race, ethnic origin, disability, religion, or language, in access to employment, treatment and working conditions, professional training, promotions, and workplace safety. Public administrations also guarantee a working environment characterized by organizational well-being*...". Organizational well-being commonly refers to an organization's ability to promote and maintain the physical, psychological, and social well-being of its employees at all levels and roles; indeed, studies and research on organizations have shown that the most effective structures are those with satisfied employees and a serene and participatory "internal climate."

Article 276, paragraph 3, of the Rules of the Judiciary (Royal Decree No. 12 of 1941) establishes that: "*the general provisions relating to civil servants of the State shall apply to magistrates of the Judicial System only insofar as they do not conflict with this System and the related regulations*." Indeed, in addition to the general laws, the matter is regulated also by the secondary legislation issued by the Supreme Council of Magistrates and in this regard should be mentioned the Circular No. 23/VQ/2022 upon "*magistrates' absences of all types, as well as leaves, absences and permits granted for health, maternity/paternity, training purposes and related issues*". This and other similar circulars provide safeguards in the event of health problems or parenting duties, including the rescheduling of workloads, consisting in a smaller number of hearings and attendance shifts.

B. ANM Action Lines. The National Association of Magistrates (ANM), a sort of unitary union of judges and prosecutors, which about the 96% of Italian magistrates adhere, periodically defines action lines for judges and prosecutors' safety and health, monitoring risk situations.

C. Suggestions by ANM. In 2018 the ANM, following up a survey conducted among three thousand associated magistrates, identified the following essential interventions in the matter:

a. Prevention and protection of the magistrate
- Provision of ergonomic workstations (chairs, light sources, microclimate)
- List of equipment provided by the Administration and delivered to the magistrates, with the right to request additions or replacements, to be carried out within a minimum timeframe.
- Periodic eye exams (for VDU workers) and musculoskeletal exams (for sedentary workers)

b. Access to judicial offices
- Monitoring of the functionality of mechanical and human filtering systems.

c. Access to courtrooms
- Constant presence of security in the courtroom from immediately before to immediately after the hearing. Alternatively, for places other than the courtroom where the hearing is held, external security and a "danger warning" signal that can be activated by the magistrate and connected to security.

d. Access to the magistrate's office
- Provision of a burglar-proof door with internal locking
- Camera (or peephole) to identify visitors from the outside
- "Danger warning" device activated by the magistrate and connected to security
Or, as an alternative,
- Access to the "reserved area" of the magistrates' offices

- Access controlled by video camera and door opening with a badge issued to internal staff and lawyers.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

III.I. A comprehensive answer is provided to the questions above:

A) Remuneration levels. In public sector salaries, judges and prosecutors, who belong to the same career and therefore have the same pay levels, are placed in a high salary range that protects their independence and reflects the sensitive nature of their role. Compared to other European salary levels, Italian salaries are competitive and in line with strong European economies such as Germany.

B) Geographic factors. The salaries levels are the same in all country, therefore they do not reflect the existing disparities of the cost of life between the big cities and elsewhere in the country.

C) Possible problems. Anyway, during the periods of absence from work due to sick leave, a part of the salary, consisting in the so called judiciary allowance, is not paid and this amounts to a significant salary reduction and to an unequal treatment compared to that of all public and private sector workers: indeed, Article 71 of Legislative Decree No. 112 of 2008, converted into Law No. 133 of 2008, in regulating sick leave and paid leave for public administration employees, provides that economic treatment remains unchanged even in the event of sick leave.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

IV.I. A comprehensive answer is provided to the questions above:

A) Organization framework. The Legislative Decree no. 106 of February 20, 2006, contains provisions regarding the organization of the Public Prosecutor's Office. These provisions provide, inter alia, that the Chief Prosecutor shall prepare, in accordance with the general principles defined by the Superior Council of the Judiciary, the organizational plan for the office, which shall determine:
a) the organizational measures, a sort of “management program”, aimed at ensuring the effective and uniform conduct of criminal prosecution, taking into account the priority criteria of point b). The management program is the pillar of the office organization;
b) the priority criteria aimed at selecting criminal cases to be handled with priority over others and defined, within the general criteria established by Parliament by law, taking into account the number of cases to be handled, the specific criminal and territorial context, and the efficient use of available technological, human and financial resources;
c) the coordination and management tasks of the Deputy Prosecutors;
d) the criteria for assigning and co-assigning cases and the types of crimes for which the case assignment mechanisms are automatic;
e) the criteria and procedures for revoking the assignment of cases;
f) the working groups and the criteria for assigning deputy prosecutors to such groups, which must enhance the proper functioning of the office and the skills of the magistrates, in compliance with the rules governing temporary tenure.

B) Implementations of the rules. The law comprehensively regulates the organization of prosecutor's offices; whether or not the law is properly applied is a matter of capacity of the prosecutors with a management role, which is up to the CSM to appoint.

C) Engagement in political activities. Article 3, letter h) of Legislative Decree no. 109 of 2006, in accordance with Article 98, paragraph 3, of the Constitution, classes as a violation of disciplinary rules the affiliation and 'continuous and systematic' participation of judges and prosecutors in political parties. According to the Constitutional Court (Judgment n. 224 of 2009) judges and prosecutors enjoy the same rights and liberties guaranteed to all other citizens and therefore they can both share a political opinion and manifestly express their own options in this regard. At the same time, correlatively, the nature of their function entails the imposition of special duties in order to avoid any well-founded doubts about their independence and impartiality, one of them is the above-mentioned prohibition of affiliation.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

V.I. A comprehensive answer is provided to the questions above:

A) Rules contained in the Code of Ethics for Italian Magistrates. The Code of Ethics for Italian Magistrates, developed since 1994 by the National Association of Magistrates (ANM) and that has had continuous updates up to the present day, defines the role of the magistrate, inserted in a society that is currently in continuous evolution. This Code imposes duties of dignity, fairness, independence and impartiality in public life. Magistrates are required not to use their position for personal gain and to refrain from conduct that could undermine citizens' trust in the justice system.

With respect to the use of Social Media, the Code recommends to be cautious when making statements, especially to the media. Social media must be used responsibly, avoiding "influencer"-like behaviour that could undermine the reputation for impartiality.

B) Rules contained in the laws. Article 6 of the Legislative Decree no. 106 of February 20, 2006 (Provisions regarding the organization of the Public Prosecutor's Office), with regards to the information to be given to the press on the office's activities, provides that only the Chief Prosecutor maintains contacts with the media personally, or through a specially delegated magistrate of the office. Furthermore, all information relating to the activities of the Prosecutor's Office must be provided with an impersonal attribution to the office and excluding any reference to the magistrates assigned to the proceedings.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

VI.I. A comprehensive answer is provided to the questions above:

A) Digitalisation.The digitalisation in the work of prosecutors has entirely replaced the traditional paper-based approach.

B) Telematic process. The implementation of the telematics process and the digitalisation of the judicial offices have been underway for the last five years. In particular it worth mentioning that in 2024 Article 111 bis code of criminal procedure was introduced: "*At all stages and levels of the proceedings, the filing of deeds, documents, requests, legal briefs and statements takes place exclusively electronically, in compliance with the legislation, including regulatory provisions, regarding the signing, transmission, and receipt of electronic deeds and documents*".

C) Acts and hearings carried out remotely. In 2022 Article 133 ter code of criminal procedure was introduced, according to which testimonies and interrogations can be performed remotely and one or more parties can participate remotely to the hearing.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

VII.I. A comprehensive answer is provided to the questions above:

The School of Magistrates takes care of the initial and continuous training of judges and prosecutors, who belong to the same career. The training programmes, that are vast and exhausting, include specialised training both in substantive matters - such as all types of crime, included new and developing forms of criminality – and in management, international co-operation and technological developments.

Latvia/Lettonie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   Answer: The law of the Prosecution Office states that a prosecutor is entitled to the protection of their person and their family members, as well as to the protection of the property of their family members (Article 56). State Police and State Security Service are responsible for the protection of the prosecutors:
   - The State Police ensures general protection and responds to threats;
   - The State Security Service may provide protection in cases involving national security or serious threats, including protection of officials

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   Answer: In Latvia, the protection of prosecutors is ensured through practical measures implemented by the Prosecution Office and law enforcement authorities. These include police protection and rapid response in case of threats, risk assessments, and, where necessary, involvement of specialised authorities. Security is also ensured through controlled access to court and prosecution premises, as well as the possibility to initiate criminal proceedings in cases of threats or interference.

   Additional measures include organisational safeguards such as restricting access to prosecutors' personal data, limiting disclosure of private information, and using secure communication channels and protected information systems.

   These measures also support privacy and digital security, as prosecutors' data are protected under national data protection rules, access to information is limited to authorised persons, and state IT systems are subject to cybersecurity requirements.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   Answer: Yes, safety and security aspects are included in the training of prosecutors in Latvia. Newly appointed prosecutors undergo induction covering professional duties, ethics, and risk awareness. In addition, continuous training is provided, including topics related to handling sensitive cases and managing potential threats.

   Although there are no separate training programmes exclusively dedicated to security, these aspects are integrated into general professional training and contribute to the overall safety and security of prosecutors.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

Answer: In Latvia, the existing framework generally ensures a basic level of protection for prosecutors; however, it relies largely on general mechanisms applicable to public officials and is not specifically tailored to the prosecutorial profession. This may limit the proactive and preventive nature of protection measures, which are often applied only after a risk has been identified.

Another challenge is the increasing relevance of digital threats, including risks related to personal data exposure and online harassment, where more specialised and targeted measures could be further developed.

Competent authorities, including law enforcement and security services, provide support and advice when risks arise, and cooperation is generally effective. However, more systematic guidance and awareness-raising on security and risk prevention could be beneficial.

Further improvements could include developing more specialised guidelines for prosecutors, strengthening preventive measures (including in the digital environment), and enhancing targeted training on personal and information security.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Answer: Yes, the well-being of prosecutors is recognised as an important factor for the quality and efficiency of their work in Latvia. This is primarily addressed at the institutional level within the prosecution service, including through workload management, organisational support, and ensuring appropriate working conditions.
General labour protection and occupational health regulations also apply, providing a legal framework for safeguarding well-being. In addition, professional ethics and internal practices promote a balanced and responsible approach to work.
The Prosecutor General's Office is the main authority responsible for these matters, although there is no separate, specialised system dedicated exclusively to prosecutors' well-being.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Answer: The importance of professional well-being has been recognised in practice. In 2024, a survey conducted among prosecutors indicated a **high risk of burnout**, highlighting the need for increased attention to this issue and the development of targeted support measures.

As a follow-up, the Prosecution Office has emphasised the availability of professional and confidential psychological support. Prosecutors have access to free individual consultations with certified psychologists, available both in person (in Riga, Daugavpils, Jelgava and Liepāja) and remotely via secure online platforms. In addition, supervision sessions (both group and individual, the latter mostly being tailored for the chief prosecutors) are available for a period of up to one year.

These measures contribute to strengthening support mechanisms and promoting the well-being of prosecutors.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

   Answer: Please see above

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   Answer: In Latvia, the main concerns regarding prosecutors' well-being are related to high workload, time pressure, and the complexity of cases, which may contribute to stress and an increased risk of burnout, as also reflected in the 2024 survey among prosecutors.

   Steps are being taken to address these issues, including raising awareness of well-being, improving access to psychological support, and encouraging the use of available services (such as individual consultations and group supervision). Further improvements could include developing a more structured approach to well-being, strengthening preventive measures, and continuing to monitor risks through regular assessments.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

   Answer: In Latvia, prosecutors' remuneration is linked to that of judges, as their salaries are determined as a proportion of judicial salaries, with specific coefficients applied depending on the position held and length of service (for example, a district prosecutor, a senior prosecutor, or a prosecutor at the Prosecutor General's Office). Another example, additional coefficient is applied after 10 years of service. The judicial salary system itself is based on a structured framework, which ensures that any changes to judges' remuneration are reflected accordingly in prosecutors' salaries. This approach helps

maintain alignment, institutional balance, and the independence of the prosecutorial profession within the justice system.

In addition to remuneration, prosecutors are provided with health insurance and are entitled to a service pension (length-of-service pension) under the conditions set by law. This approach helps maintain alignment, institutional balance, and the independence of the prosecutorial profession within the justice system.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Answer: In Latvia, the prosecutorial profession is generally respected, given its essential role in the justice system and the responsibility it entails.
At the same time, attracting and retaining the best legal professionals can be challenging, as prosecutors compete with other legal sectors, including the judiciary and private practice, which may offer more attractive financial conditions or career flexibility. Factors such as workload, complexity of cases, and stress levels may also influence career choices.
Nevertheless, the profession continues to attract motivated and highly qualified lawyers, particularly those driven by public service, professional development, and the opportunity to contribute to the administration of justice.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Answer: In Latvia, the main concerns regarding the working conditions of prosecutors relate to high workload, time pressure, and the complexity of cases, which may impact both performance and well-being. While remuneration is generally aligned with the judicial system, questions remain as to its overall competitiveness compared to the private sector.
Another challenge is ensuring consistent public understanding and respect for the prosecutorial role, particularly in complex or high-profile cases.
Steps are being taken to address these issues, including efforts to improve working conditions, promote well-being (e.g. access to psychological support), and periodically review remuneration. Further improvements could include more effective workload management, strengthening institutional support, and continued efforts to enhance the visibility and understanding of the prosecutorial profession in society.

Another important challenge is communication, both internally and externally. The need to improve communication has been recognised at the strategic level, including strengthening internal information exchange, cooperation with other institutions, and communication with society to better explain the role of the prosecution service and enhance public trust

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

    Answer: In Latvia, there is a clear and hierarchical three-step structure within the prosecution service, ensuring a transparent division of responsibilities among prosecutors with management roles, including within territorial and specialised units.
    Prosecutors in managerial positions (e.g. chief Prosecutors) are entrusted with sufficient authority to organise work, supervise subordinate prosecutors, and ensure the efficient and lawful handling of cases, while respecting the principle of prosecutorial independence in individual proceedings.
    The distribution of work is determined internally within the prosecution service, primarily by the heads of relevant structural units, in accordance with organisational needs and specialisation. This authority is exercised on the basis of the Law of the Prosecution Office and internal regulations governing the organisation of work within the Prosecution Office.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

    Answer: Given the overall workload of the prosecution service, challenges arise. Therefore, continuous attention is given to improving workload management and ensuring a fair and balanced distribution of responsibilities.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

    Answer: In Latvia prosecutors are subject to clear ethical and professional standards ensuring their impartiality, independence, and objectivity. In particular, Article 6 of the Law on the Prosecution Office establishes the principle of independence of prosecutors, providing that prosecutors act independently and are subject only to the law.
    These principles are complemented by the Code of Ethics of Prosecutors and internal regulations, which apply equally to prosecutors in management positions.
    Regarding political activities, prosecutors are subject to strict restrictions to safeguard their neutrality. In particular, the office of a prosecutor is incompatible with membership in political parties or other political organisations. Prosecutors must therefore refrain from any political involvement that could compromise their independence or create doubts about their impartiality.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Answer: Challenges have been recognised at the strategic level. Measures currently being undertaken include improving resource management, workload monitoring, and internal processes, as well as advancing digitalisation and the use of information and communication technologies. Efforts are also directed at enhancing internal communication, cooperation, and management practices, including the introduction of modern management methods and evaluation mechanisms .
Further steps include strengthening analytical approaches to resource allocation, improving coordination, and continuing organisational reforms to ensure a more efficient and sustainable functioning of the prosecution service.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Answer: Communication with the media is primarily coordinated at the institutional level. The Prosecution Office has a specialised Communication and Public Relations Unit, which is responsible for managing relations with the media and ensuring consistent and accurate dissemination of information to the public.
The prosecution service also uses social media platforms, such as *Facebook*, *Instagram* and *Threads*, to communicate with the public, including sharing information about current developments and vacancies. These activities are carried out in line with professional standards and the need to maintain public trust.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

Answer: The detailed principles governing communication, including relations with the media, are set out in internal regulations of the Prosecution Office.
Generally, a Chief Prosecutor, or upon his or her authorisation a Deputy Chief Prosecutor, provides information to the media or journalists on the results of the work of the respective structural unit, expresses the position of the Prosecution Office in accordance with the authorisation of the Prosecutor General or the Communication Unit, and represents the Prosecution Office at public events and discussions.
An 'ordinary' prosecutor provides information to the media or journalists on matters related to the performance of prosecutorial functions, including information on the course of pre-trial criminal proceedings and decisions taken by the prosecutor; explains the nature of the charges brought against a person in a completed pre-trial criminal proceeding; explains decisions where proceedings have been completed by a prosecutor's penal order or terminated; expresses a position on court decisions, their reasoning, and the necessity of appeal; and provides explanations or opinions on other legal issues within the prosecutor's competence.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

Answer: In Latvia prosecutors' conduct in relation to the media, including social media, is governed by a combination of legal provisions, ethical standards, and internal regulations. As it was mentioned before, the detailed principles governing communication, including relations with the media, are set out in internal regulations of the Prosecution Office.
The main principles governing prosecutors' conduct include:

- respect for confidentiality and the presumption of innocence;
- ensuring that communication does not compromise ongoing proceedings;
- maintaining professionalism, neutrality, and public trust;
- providing accurate and objective information on the functions of the Prosecution Office, its activities and results, as well as the role and status of the prosecutor.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Answer: In Latvia, the main challenges in regulating relations between prosecutors and the media, including social media, relate to ensuring a proper balance between transparency and the protection of ongoing proceedings, as well as maintaining a consistent and coordinated communication approach across the prosecution service.
There is also a need to further develop communication skills among prosecutors and to ensure clear understanding of the scope and limits of permissible communication, particularly in sensitive or high-profile cases.
These issues have been recognised at the strategic level. The Prosecution Office has identified the need to strengthen communication practices, improve internal information exchange, and enhance the explanation of the prosecution service's role and activities to the public. Measures include developing prosecutors' communication skills, improving coordination through specialised communication structures, and increasing the use of modern communication channels, including social media.
Further efforts are aimed at ensuring consistent guidelines, training, and institutional support, in order to promote responsible, transparent, and effective communication with the media and society.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Answer: In Latvia, the work of prosecutors is increasingly digitalised and supported by modern technologies, particularly through the use of electronic case management system and digital data exchange with other institutions.
The further development of digital solutions, including the expansion of information systems and electronic workflows, has been recognised as a priority at the strategic level.
Overall, digitalisation is progressively replacing traditional approaches, but currently it primarily complements rather than fully substitutes paper-based processes.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing,

videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Answer: In Latvia, digitalisation has had a significant impact on the daily work of prosecutors. Examples include:

- Use of electronic case management systems (e.g. Prosecution Information System), enabling more efficient handling, storage, and access to case files;
- Increased use of electronic documents and data exchange with courts and law enforcement institutions;
- Access to centralised databases and registers, improving the speed and quality of information gathering;
- Availability of videoconferencing facilities, allowing participation in procedural actions and meetings remotely;
- Gradual introduction of data processing and analytical tools, supporting more efficient case analysis.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Answer: In Latvia, the main challenges related to the use of modern technologies by prosecutors include the incomplete digitalisation of processes, resulting in the continued use of parallel paper-based and electronic systems, as well as the need for further development and integration of IT systems.
Additional concerns relate to system usability, data exchange between institutions, and ensuring a high level of cybersecurity and data protection. There is also a need for continuous training to ensure that prosecutors can effectively use available digital tools.
These challenges have been recognised at the strategic level. Ongoing measures include the further development of digital systems (including the e-case system), improvement of data exchange solutions, strengthening cybersecurity, and expanding the use of information and communication technologies .
Further steps include enhancing user experience, ensuring system interoperability, and continuing the gradual transition towards fully digital workflows.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Answer: In Latvia, training programmes for prosecutors include both substantive and organisational aspects, and are provided on a continuous basis.
Specialised training covers:

- combatting specific forms of crime, including economic and financial crime, corruption, and other priority areas;
- international cooperation, including the use of cooperation instruments such as mutual legal assistance and cooperation with EU bodies;
- public relations and communication, including the development of communication skills, particularly for court proceedings and interaction with the public;
- technological developments, including the use of digital systems and tools relevant to prosecutorial work.

Apart from that, Latvian prosecutors are actively involved in the international training programmes, including those organized European Judicial Training Network (EJTN), Academy of European Law (ERA), Eurojust, European Judicial Network (EJN), etc.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Answer: Specialised training in Latvia is generally designed to respond to the evolving needs of prosecutors, including those arising from new and developing forms of criminality.
Training programmes are regularly updated to address areas such as economic and financial crime, cybercrime, and other complex or emerging offences, as well as developments in international cooperation and digital tools. Participation in international training further supports the exchange of best practices and knowledge on new crime trends.
At the same time, given the rapid development of certain types of crime, there is a continuous need to further adapt and expand training, particularly in areas related to technological advancements and cross-border criminal activity.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Answer: The main challenges related to specialised training for prosecutors are linked to the rapid evolution of criminality, particularly in areas such as economic crime, cybercrime, and cross-border offences, which require continuous updating of knowledge and skills.
Another concern is ensuring that training is timely, sufficiently specialised, and accessible, taking into account the high workload of prosecutors, which may limit participation. There is also a need to further strengthen training in technological developments and digital tools, as well as in emerging legal areas.
To address these challenges, efforts are being made to regularly update training programmes, expand participation in international training, and improve the practical relevance of training activities. Strategic priorities also include the continuous development of prosecutors' professional skills and competencies.

Lithuania/Lituanie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   The law provides that when the performance of official duties poses a real threat to life, health, or property, a prosecutor may be entitled to protection for himself, his family members, or his property.

   The state compensates for property damage suffered by a prosecutor in the exercise of his or her duties when the property of the prosecutor and his or her family is stolen, damaged, or destroyed.

   In certain cases, personal protection may be provided to the Prosecutor General, his or her deputies, and their family members.

   Prosecutors have the right to possess and carry official firearms and ammunition. The General Prosecutor's Office supplies prosecutors with firearms and ammunition and also organizes training for prosecutors in the use of firearms and shooting practice.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   Secure access to buildings (controlled entry, surveillance systems, security personnel);
   Transport arrangements when necessary;
   Secure IT systems for case management;
   Access control systems (user authentication, role-based permissions);
   Encryption and secure communication tools for videoconferencing;
   Regular IT support and monitoring to prevent breaches;
   Limiting disclosure of prosecutors' personal data (e.g., home address, personal contacts);
   Official firearms are issued, and shooting practices are organized on a regular basis.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   Programs for the possession of official firearms and ammunition by prosecutors.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

The General Prosecutor's Office does not have its own shooting facility (range). This complicates the training of prosecutors and the organization of shooting exercises. Other institutions must be asked to provide a shooting facility (range), or services must be purchased from the private sector. There is also a shortage of modern firearms and their accessories, and insufficient funds are allocated for the purchase of ammunition.

Adequate physical security is not ensured in all buildings; video surveillance is carried out using outdated equipment, and in some cases, there is no surveillance at all.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

The Office of the Prosecutor General is the body responsible for communicating the needs of the prosecution service to the government, raising awareness of issues, and proposing solutions. The Office of the Prosecutor General seeks to be involved in addressing any matters at the national level related to the welfare of prosecutors.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

The following measures have been taken at the national level to make the profession of prosecutor more attractive.

- Prosecutors' salaries have been increased in two stages. As of January 1, 2024, the base salary of prosecutors was increased to at least 75 percent of the base salary of a judge of the corresponding rank, and as of January 1, 2025, to at least 90 percent of the base salary of a judge of the corresponding rank.

- Prosecutors who have served in the Prosecutor's Office for 20 years and have reached the age of 65 are entitled to a state pension for civil servants and military personnel, as well as a state social insurance pension (upon reaching the retirement age).

- A prosecutor who does not have housing at the place of service may be provided with official living accommodation and/or reimbursed for the costs of renting living accommodation in the service area, or a part thereof.

- A prosecutor whose financial situation is difficult due to his or her own illness, the illness or death of a family member, a natural disaster, loss of property, or other exceptional circumstances may be granted an allowance of up to five times the minimum monthly wage. Family members of a prosecutor who has died for reasons unrelated to service may be granted an allowance of up to five times the minimum monthly wage.

- A prosecutor may choose working hours that are acceptable to him or her or work remotely in accordance with established procedures. Salary (remuneration) shall not be reduced.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

In accordance with the approved training organization procedures, prosecutors are subject to a continuous and mandatory professional development system that includes introductory, mandatory, supplementary, practical, and self-directed training, which is conducted regularly and in accordance with pre-approved annual programs. The training content covers not only narrow legal knowledge but also general competencies such as communication, professional ethics, organizational psychology, or work organization, and training needs are systematically identified through employee evaluations and surveys. There are also both formal mechanisms (training programs, methodological support, internal experts) and informal elements (collegial cooperation, exchange of experience) that contribute to addressing professional challenges.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

The work of the prosecutor's office is inseparable from the work of the courts, and the status of a prosecutor is the same as that of a judge; therefore, prosecutors must be afforded the same independence and social guarantees as judges. The state institutions should see this and address these issues for both institutions at the same time, rather than just one of them.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

The Prosecutor's Office seeks that prosecutors' social guarantees be the same as those of judges, but today judges' benefits are more attractive.
On January 1, 2024, the base salary of prosecutors was increased to at least 75 percent of the base salary of a judge of the corresponding rank, and on January 1, 2025, to at least 90 percent of the base salary of a judge of the corresponding rank.
A prosecutor's salary is the same regardless of their place of work.
Prosecutors, like judges, are entitled to a special pension; however, there is a limit on the amount of a prosecutor's pension, whereas there is no such limit for judges.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The profession of prosecutor is quite attractive. Its attractiveness has increased significantly following a rise in prosecutors' salaries. The number of new prosecutors was 0 in 2021; 4 in 2022; 12 in 2023; 4 in 2024; 15 in 2025. The average number of applicants per position was: 3 in 2023; 6 in 2024; 3 in 2025.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Social guarantees for prosecutors and judges should be the same. The Prosecutor's Office demands that any changes in this area be implemented simultaneously for both institutions. Currently, issues regarding salaries, pensions, and other matters have been discussed and proposed by the Government separately for the courts, without involving the Prosecutor's Office.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The legislation clearly and unambiguously defines the responsibilities and functions of prosecutors with a management role in both prosecutorial and administrative activities.

The work is dirstributed by the prosecutor general, deputy prosecutor general and chief prosecutors of regional prosecutor offices. Criminal cases are allocated on the basis of the location and qualification of the offence; the location and jurisdiction of the prosecutors; the specialisation and workload of the prosecutors; and the size and complexity of the criminal case.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The heads of prosecutor's offices must ensure that prosecutor's office staff, including those with the management role, maintain discipline, ensure an even distribution of the workload, and monitor compliance.

The Prosecutor General regularly collects and analyses data on the workload of all prosecutor's offices.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

Prosecutors must comply with the Code of Ethics for Prosecutors. Prosecutors may join professional unions and associations to meet their professional, cultural, and social needs. The activities of political parties and political organizations are prohibited within the Prosecutor's Office. Prosecutors may not be members or supporters of political parties or political organizations, participate in their activities, or otherwise violate the principle of political neutrality. Prosecutors are prohibited from engaging in strikes or organizing protest pickets.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The reform of prosecutors' salaries has created a huge gap between the salaries of prosecutors and other employees, resulting in lower staff motivation and making work in the Prosecutor's Office less attractive to young lawyers.
Shortage of prosecutor's assistants has a negative impact on the workload of prosecutors. The goal is to have one assistant working with three prosecutors. Today the average ratio is 1 to 4, but there are departments where one assistant is assigned to between 4 and 7 prosecutors. The problem can be solved only with additional funding.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

External communications, including media relations, are handled by the Communications Division of the Prosecutor General's Office of the Republic of Lithuania.

All decisions regarding the disclosure of information related to an ongoing pre-trial investigation—including the scope of such information, the timing of its disclosure, and other matters—are made exclusively by the prosecutor in charge of the pre-trial investigation. The Communications Department is responsible for providing recommendations, preparing and coordinating materials, advising on media relations, determining communication needs, responding to public concerns and events, and informing the management of the prosecutor's office and/or the specific prosecutor in question. The prosecutor is not restricted in his or her freedom to comment on the investigation he or she is leading. In order to effectively manage the communications and processes of the Prosecutor's Office as an institution, as well as those related to public trust in the Prosecutor's Office, prosecutors must inform the office of planned or past instances of contact with the media.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

In particularly important or high-profile cases, decisions regarding the Prosecutor's Office's communications are made by the management of the Prosecutor's Office, in

coordination with the prosecutor leading the investigation and in consultation with the Communications Department.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

There is no separate code of ethics or specific legal provisions governing the conduct of prosecutors in the media and/or on social media; instead, individual cases are assessed in accordance with the Code of Ethics for Prosecutors.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

There is currently a growing trend in which media and journalists are not asking questions but rather demanding the disclosure of pre-trial investigation data, justifying such demands with the public's right to know, and any refusal to disclose such data, citing the risk of jeopardizing the success of the pre-trial investigation, is escalated in the media and on social networks as an unlawful concealment of information. This increases tension in society, creating an atmosphere of mistrust.

Another emerging problem is that the rights and freedoms granted to the media to access information are increasingly being exploited by groups of dubious origin, which may have hostile interests and have been observed actively spreading disinformation, seeking to divide society, promote discord, and spread other narratives that pose a threat to national security.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work of prosecutors has been fully digitized; they conduct all their activities by electronic means. In Lithuania, nearly all cases are managed in electronic form. Cases are handled on paper only when they are submitted to the court (i.e., a paper copy is created from the electronic file).

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

In Lithuania, we have an integrated criminal prosecution system in which all criminal cases are managed electronically.

We do not yet have artificial intelligence tools, although we already have automated translation and transcription. The introduction of data analysis and processing tools is under consideration.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Employees lack knowledge on how to use these tools, which leads to misuse thereof.

Legislation is designed primarily for paper-based files, and the rules are sometimes difficult to apply to electronic files.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

In Lithuania, training programs for prosecutors broadly cover specialized training in both substantive law and organizational matters. The training, coordinated by the Prosecutor General's Office of the Republic of Lithuania, covers the fight against specific forms of crime, including organized crime, corruption, financial and cybercrimes, as well as other priority areas of criminal law. At the same time, significant attention is paid to organizational and horizontal competencies—leadership, work organization, communication, professional ethics, public relations, as well as international cooperation and participation in international training programs and internships. Training also covers technological aspects, such as working with information systems, cybersecurity, and the analysis of digital evidence.

The training system is tailored to the real needs of prosecutors—training needs are systematically identified each year and used as the basis for approving annual training programs and plans. In addition, the training content is developed in line with the strategic priorities of the Prosecutor's Office, so specialized training is not only comprehensive but also specifically targeted at the most relevant areas of practice.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Yes. In Lithuania, specialized training for prosecutors is primarily focused on real and evolving practical needs, including new and emerging forms of crime. The training content is developed annually based on systematically collected data on prosecutors' training needs, insights from senior officials, and the priorities of the Prosecutor's Office, and the programs are approved by the Prosecutor General. This allows for sufficient flexibility to

respond to new challenges, such as cybercrime, financial crimes, or other increasingly complex aspects of criminal prosecution.

Nevertheless, as in many countries, a practical challenge remains: forms of crime, particularly in the technological sphere, are evolving faster than corresponding training programs can be developed. Nevertheless, the existing system, based on continuous needs assessment and the ability to adjust training content throughout the year, allows for sufficiently effective adaptation to these changes.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

The main problem is the rapidly evolving nature of crime, particularly in the field of technology, where training content cannot always be updated at the same pace. Issues of limited resources and time also remain relevant, as they may restrict the scope of training on highly specialized or narrow topics, as well as the practical challenge of ensuring equal access to training for all prosecutors.

To address these challenges, the Prosecutor General's Office of the Republic of Lithuania conducts a continuous assessment of training needs, prepares training programs annually, and coordinates them with management; these programs may be adjusted throughout the year to address emerging needs. Cooperation with other national and international institutions is also being strengthened, participation in international training and internships is being encouraged, and the internal sharing of experience among prosecutors themselves is being promoted. In the future, it is important to continue increasing the flexibility of training, to integrate new topics more quickly (especially those related to technology), and to ensure the consistent and targeted strengthening of specialized competencies.

Luxembourg

I. Garantir la protection et la sécurité des procureurs

1. La protection et la sécurité des procureurs et, si nécessaire, de leurs familles, sont-elles réglementées dans votre pays ? Si oui, quelle(s) autorité(s) est (sont) responsable(s) de ce type de décisions spécifiques, à quel niveau (législation, réglementation, instructions, mesures pratiques, etc.) ? Sont-elles suffisantes ? Veuillez décrire brièvement.

   Actuellement il n'existe pas encore de législation spécifique. Le dépôt d'un projet de loi est toutefois prévu.

   Des menaces et intimidations concernent surtout des procureurs qui travaillent sur des dossiers de grand banditisme ou sur des montages financiers d'organisations mafieuses. Même les avocats (étrangers) des prévenus/inculpés participent parfois à ces manœuvres. Il s'agit d'un phénomène en croissance.

2. Veuillez fournir des exemples de mesures pratiques actuellement disponibles pour assurer la protection et la sécurité des procureurs. Ces mesures favorisent-elles également le droit à la vie privée et la sécurité numérique des procureurs ?

   En pratique, des mesures de protection peuvent déjà être mises en place en accord avec la direction de la police. Dans le passé, le directeur des opérations de la police a déjà mis en place les mesures suivantes: patrouilles devant le domicile (plusieurs fois par jour, pendant un an) ; connection du système d'alarme du domicile à la centrale de la police ; désignation d'un garde-corps personnel.

3. Existe-t-il des processus de formation ou d'intégration spécifiques au sein de vos ministères publics, conçus pour promouvoir la sûreté et la sécurité des procureurs ?

   Actuellement il n'en existe pas encore.

4. Veuillez souligner toute préoccupation ou tout problème existant lié aux mesures disponibles pour assurer la protection et la sécurité des procureurs. Les autorités compétentes (par exemple, les organes exécutifs, les services de sécurité et les forces de l'ordre) fournissent-elles des conseils suffisants sur ces mesures ? Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

   Une difficulté réside dans la grande disponibilité d'informations personnelles sur internet. Même si un procureur évite les réseaux sociaux, des personnes mal intentionnées peuvent trouver des informations sur lui ou sur sa famille.

II. Soutenir le bien-être des procureurs

5. Le bien-être des procureurs est-il reconnu comme un élément important pour la qualité et l'efficacité de leur travail et comme un facteur contribuant à l'efficacité de la justice dans votre pays ? Si oui, comment cela se fait-il et à quel niveau ? Existe-t-il une autorité responsable de cette question dans votre pays ?

Même s'il y a eu une prise de conscience au cours des dernières années, avec la création d'un poste de psychologue pour toute la magistrature, il s'agit encore d'un élément considéré comme marginal. Des consultations personnelles sont actuellement proposées, tout comme des séances collectives enseignant des pratiques de relaxation/gestion du stress, ainsi que des formations diverses (p.ex. en matière de communication).

Il n'existe pas d'autorité spécifique chargée de promouvoir le bien-être des procureurs.

6. Quelles politiques (telles qu'une stratégie ou un plan d'action) et mesures existent pour aider les procureurs à gérer leur bien-être professionnel ? Ce sujet a-t-il fait l'objet d'une étude ?

   Tel qu'exposé sous le point 5, le bien-être des procureurs n'est pas considéré comme un sujet prioritaire. Actuellement il n'existe ni étude ni plan d'action.

7. Les procureurs bénéficient-ils d'une formation, de conseils ou d'orientations, notamment par le biais de mécanismes et de réseaux formels ou informels, sur la manière de relever les défis liés à leur bien-être professionnel ?

   Les procureurs peuvent choisir, dans le cadre de la formation continue, de participer à des formations consacrées à ces thématiques, mais cela ne concerne pas la totalité des procureurs.

8. Veuillez indiquer toute préoccupation ou tout problème existant lié au bien-être des procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

   Pour réduire le stress lié aux permanences et dû à la charge de travail importante pendant ces permanences, les périodes de permanences ont été réduites et réparties entre plusieurs procureurs. Les plans de service prévoient aussi une phase de répit entre la permanence et les audiences.

   Même si le nombre de procureurs a augmenté au cours des dernières années, leur formation constitue un défi dans la mesure où les procureurs plus expérimentés connaissent une charge de travail importante, qui ne laisse pas beaucoup de disponibilités pour s'occuper de la formation des collègues plus jeunes.

   Il n'existe pas de solution à court terme. Une amélioration de la situation sera envisageable après plusieurs années, une fois que toute l'équipe sera bien rodée, à supposer que l'équipe reste plus ou moins stable et qu'il n'y ait pas trop de départs (notamment vers la magistrature assise).

III. Améliorer les conditions de travail des procureurs, y compris leur rémunération, gérer leur charge de travail et renforcer le respect de la profession de procureur

9. La rémunération et les autres aspects socio-économiques liés au travail des procureurs sont-ils comparables à ceux d'autres groupes professionnels, par exemple, les juges et/ou les fonctionnaires ? Pensez-vous que leur niveau est suffisant, compte tenu des conditions socio-économiques de votre pays et des éventuelles disparités entre le coût de la vie dans la capitale et dans le reste du pays ?

Les procureurs relèvent du même statut que les juges et ils ont les mêmes revenus, ainsi qu'en principe les mêmes conditions de travail. En ce qui concerne la charge de travail, un grand défi réside dans le fait que de nouveaux dossiers arrivent en continu, y compris pendant les périodes de service réduit et en-dehors des temps d'audience.

Par rapport à d'autres fonctionnaires, la rémunération des procureurs n'a pas augmenté autant au cours des dernières décennies et par rapport au revenu médian du pays, la situation s'est sensiblement détériorée. Surtout les postes les plus élevés ont beaucoup perdu en attractivité.

Le coût de la vie est très cher, notamment en raison du coût du logement, mais compte tenu de la taille du pays, il n'existe pas de grandes disparités entre la capitale et le reste du pays.

Des négociations sont en cours concernant une revalorisation de la carrière.

10. Pensez-vous que la profession de procureur est respectée dans votre pays et qu'elle attire les meilleurs professionnels du droit, par rapport à d'autres secteurs juridiques ?

D'une manière générale, la profession de procureur connaît une image positive. Ceci est également dû à l'indépendance des procureurs par rapport au pouvoir politique.

Après plusieurs années marquées de difficultés de recrutement et de pénurie de magistrats, une revalorisation des carrières inférieures et une réforme des conditions de recrutement a permis d'attirer aujourd'hui tant de jeunes diplômés que des juristes dotés d'une certaine expérience professionnelle.

11. Veuillez indiquer les préoccupations ou les problèmes existants liés aux conditions de travail des procureurs, notamment la rémunération, la gestion de leur charge de travail et le renforcement du respect de la profession de procureur. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis[1] ?

Si d'une manière générale, les infrastructures et les équipements sont modernes et performants, la digitalisation de la justice accuse beaucoup de retard. Actuellement une équipe d'informaticiens spécialisés travaille de manière concertée avec les services de l'administration judiciaire pour rattraper ce retard. Il faut espérer que dans un avenir relativement proche la digitalisation facilitera le travail des procureurs.

En ce qui concerne le personnel d'appui (notamment les greffiers et le personnel technique), les recrutements sont très strictement encadrés. Seuls les postes indispensables correspondant à une priorité absolue, peuvent être créés.

En raison de l'augmentation de la population au cours des dernières années, le nombre des magistrats et des fonctionnaires travaillant auprès de l'administration judiciaire a fortement augmenté, et de nouveaux locaux ont dû être occupés. Il en résulte que les juridictions et les services sont répartis sur plusieurs sites, avec les inconvénients pratiques que cela entraîne.

[1] Ces préoccupations ou problèmes peuvent concerner, par exemple, les infrastructures générales, les locaux, les équipements techniques, la charge de travail des procureurs et les systèmes de gestion des dossiers, les ressources disponibles et le personnel d'appui, ainsi que d'autres aspects pertinents. Veuillez essayer d'identifier les préoccupations ou problèmes les plus urgents et les plus importants à cet égard.

IV. Assurer une gestion efficace des ministères publics

12. Compte tenu de la taille et de la charge de travail du ministère public dans votre pays, existe-t-il une répartition claire et transparente des responsabilités entre les procureurs ayant un rôle de gestion au sein du ministère public (y compris ses subdivisions territoriales ou ses bureaux spécialisés) ? Sont-ils dotés d'une autorité et de pouvoirs suffisants pour agir de manière efficace et impartiale ? Quels sont les organes ou les autorités compétentes qui déterminent la répartition du travail au sein du ministère public dans votre pays ? Sur quelle base juridique cette autorité est-elle exercée ?

    Au Luxembourg, il existe deux arrondissements judiciaires (Luxembourg et Diekirch) qui disposent chacun d'un parquet. La répartition des affaires entre ces deux parquets se fait sur la base du critère territorial, à l'exception de quelques infractions réservées à la compétence du parquet de l'arrondissement de Luxembourg par une disposition du Code de procédure pénale.

    Au sein de chaque parquet existent des départements spécialisés (éco-fin, stupéfiants, protection de la jeunesse, etc.) qui sont dirigés par des procureurs expérimentés occupant un rang élevé. Tous ces départements sont placés sous l'autorité du procureur d'Etat respectif.

    Il n'existe qu'un parquet général, qui assure la fonction de parquet général auprès de la Cour d'appel (une seule) et auprès de la Cour de cassation. Le parquet général est aussi autorité centrale dans le cadre de beaucoup de conventions internationales et son rôle est très diversifié. Le procureur général d'Etat est chargé de veiller à l'application de la loi pénale sur toute l'étendue du territoire national. Il coordonne l'action des procureurs d'Etat en matière de prévention et de répression. Des réunions ont régulièrement lieu entre le parquet général et les deux parquets.

13. Existe-t-il des mesures ou des actions visant à éviter des niveaux de responsabilité disproportionnés et à garantir une répartition équitable du travail entre les procureurs ayant un rôle de gestion au sein du ministère public ?

    Etant donné que les deux parquets et le parquet général correspondent à des équipes relativement petites, chaque procureur d'Etat ou procureur général organise son parquet en répartissant les tâches et en affectant le personnel nécessaire, de manière assez flexible et pragmatique.

14. Existe-t-il des normes ou des exigences éthiques et professionnelles pour les procureurs, y compris ceux qui ont un rôle de gestion au sein du ministère public, afin de promouvoir leur impartialité et leur objectivité ? Dans ce contexte, leur participation à des activités politiques fait-elle l'objet de restrictions ?

    Le Conseil national de la justice a élaboré des règles déontologiques rendues obligatoires par règlement grand-ducal. Ces règles s'appliquent à tous les magistrats, les procureurs comme les juges.

    Chaque magistrat est soumis à un devoir de réserve, mais il a le droit d'adhérer à un syndicat professionnel ou à un parti politique. *« Il ne peut pour autant se soumettre à des*

obligations ou à des contraintes de nature à restreindre sa liberté de réflexion ou d'action et susceptibles de porter atteinte à son indépendance dans l'exercice de ses fonctions ».

15. Veuillez souligner toute préoccupation ou tout problème existant lié à la gestion efficace du ministère public. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

    Tel que déjà souligné, la digitalisation constitue une priorité absolue.

    La reprise des recrutements devrait permettre à moyen terme de mettre fin à la pénurie de procureurs et à la surcharge de travail en découlant.

    La formation initiale et la formation continue sont extrêmement importantes, mais très chronophages. Un nombre suffisant de procureurs est requis pour garantir tant un niveau de formation suffisant que l'évacuation des dossiers endéans des délais satisfaisants.

V. Réglementer les relations entre les procureurs et les médias, y compris les médias sociaux

16. Comment les interactions et les relations entre les procureurs et les médias, y compris les médias sociaux, sont-elles réglementées au sein du ministère public dans votre pays ? Existe-t-il un service de communication/de presse spécialisé ou des attachés de presse à cette fin ?

    Il existe un service communication et presse de la justice qui intervient dans les relations entre les juridictions et le ministère public avec les médias, y compris les médias sociaux.

17. La haute direction du ministère public a-t-elle un rôle à jouer dans les relations avec les médias, par exemple en ce qui concerne les affaires qui suscitent un intérêt particulier de la part de la société ? Les procureurs ordinaires sont-ils autorisés à répondre aux questions ou aux demandes des médias ?

    Le service communication et presse de la justice relève du parquet général et est dirigé par un membre du parquet général.

    Les procureurs ordinaires sont autorisés à donner des interviews, à participer à des tables rondes ou à publier des articles. Dans le cadre d'affaires qui sont d'actualité, leurs interventions se préparent de concert avec le service communication et presse et avec le procureur général.

18. Existe-t-il dans votre pays des codes déontologiques ou des réglementations juridiques régissant le comportement des procureurs dans les médias, y compris les médias sociaux ? Si oui, quels sont les principes fondamentaux et la base juridique de ces règles ?

    Les règles déontologiques élaborées par le Conseil national de la justice et rendues obligatoires par règlement grand-ducal, régissent le comportement de tous les magistrats dans les médias, y compris dans les médias sociaux.

    Les principes fondamentaux sont les suivants :

Le magistrat jouit de la liberté d'expression dans les limites de ses devoirs de réserve, d'impartialité, de délicatesse, du respect du secret professionnel et de l'image qu'il renvoie de la Justice. Il ne dénigre ni les décisions juridictionnelles de ses collègues, ni l'institution.

L'usage des réseaux sociaux invite à la prudence et implique une bonne information sur les conditions d'utilisation et de fonctionnement desdits réseaux. Lorsque le magistrat a recours aux réseaux sociaux, cet usage doit s'accorder avec le respect des obligations déontologiques.

19. Veuillez indiquer les préoccupations ou les problèmes existants liés à la réglementation des relations entre les procureurs et les médias, y compris les médias sociaux. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

La règlementation de ces relations ne pose pas de problème en soi. La difficulté consiste plutôt dans la recherche d'un compromis entre les approches parfois différentes de tous les acteurs impliqués.

Dans les affaires qui sont d'actualité et qui suscitent un vif intérêt des médias, il est surtout délicat en pratique de trouver un juste équilibre entre les attentes des médias et le secret de l'instruction/le souci de ne pas entraver l'enquête.

Afin de clarifier les interactions entre les membres du Ministère Public et les médias et dans le but de rendre la communication plus efficace et plus transparente, une stratégie de communication vient d'être élaborée sous la forme d'une note commune élaborée par le parquet général et les procureurs d'Etat des deux parquets.

VI. Fournir des technologies modernes aux procureurs

20. Dans quelle mesure le travail du procureur est-il digitalisé dans votre pays ou dépend-il de l'utilisation des technologies modernes ? La digitalisation du travail des procureurs a-t-elle remplacé l'approche traditionnelle basée sur le papier ou l'a-t-elle seulement complétée ?

Une partie du travail est digitalisé.

Il n'existe toutefois pas encore de dossier électronique, à quelques exceptions près concernant des dossiers très volumineux.

21. Veuillez fournir de brefs exemples de l'impact de la digitalisation sur le travail des procureurs dans votre ministère public (par exemple, fichiers et procédures électroniques, systèmes numériques de gestion des dossiers, systèmes de stockage et d'accès aux données, outils d'analyse et de traitement des données, installations de vidéoconférence, technologies innovantes, y compris l'intelligence artificielle (IA), diverses plateformes).

Il existe une chaîne pénale qui permet de retracer tout le suivi d'un dossier, avec les informations sur les infractions, les procès-verbaux, les actes de procédure, les décisions, les magistrats concernés, etc. Le casier judiciaire et les échanges (ECRIS) avec les autres Etats membres de l'UE sont également digitalisés.

Le stockage des données se fait sur le serveur de la justice et beaucoup de documents sont disponibles sur des espaces *share* afin d'être accessibles à tous les membres du service. Le recours à des visioconférences est devenu très courant. Par contre, le recours à l'IA est actuellement assez limité par précaution, pour des raisons liées à la protection des données, en attendant d'avoir accès à un réseau fermé.

22. Veuillez indiquer les préoccupations ou les problèmes existants liés à l'utilisation des technologies modernes par les procureurs. Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

    Afin de faire avancer les projets de digitalisation, un tout nouveau département spécialement dédié à cet objectif, a été créé en 2025. Il comporte des informaticiens, des développeurs, des experts en matière de protection des données et en matière de sécurité informatique, ainsi que des procureurs.

VII. Offrir une formation spécialisée aux procureurs dans un environnement juridique en constante évolution

23. Dans quelle mesure les programmes de formation destinés aux procureurs dans votre pays comprennent-ils une formation spécialisée dans des domaines spécifiques, tels que :

    - la lutte contre des formes spécifiques de criminalité,
    - ou en matière organisationnelle, comme la formation à la gestion,
    - la coopération internationale,
    - les relations publiques et/ou
    - les évolutions technologiques.

    La majorité des procureurs suivent des formations sur des formes spécifiques de criminalité, mais toutes les autres formations dépendent très largement des centres d'intérêts des différents procureurs. L'inscription à de telles formations (dispensées au Luxembourg ou à l'étranger) varie très largement en fonction des préférences et des choix des procureurs.

24. Cette formation spécialisée répond-elle aux besoins des procureurs dans le contexte de la poursuite de formes nouvelles et émergentes de criminalité ?

    Des formations spécialisées sont proposées dans des domaines ayant trait à des sujets d'actualité, tel que les réseaux nigérians impliqués dans le trafic de drogues, la cybercriminalité, la cryptomonnaie, et elles répondent à une demande de la part des procureurs qui travaillent dans ces domaines.

25. Veuillez indiquer toute préoccupation ou tout problème existant concernant la formation spécialisée disponible pour les procureurs. Dans un environnement juridique en constante évolution, Que faudrait-il faire ou qu'est-il fait actuellement pour relever ces défis ?

    Tel que déjà exposé, la formation continue est primordiale, mais très chronophage. Pour un procureur qui connaît une lourde charge de travail, il peut paraître compliqué de se libérer 3 jours, voire une semaine, pour suivre une formation, aussi intéressante soit-elle. S'y ajoute que des formations spécialisées requièrent souvent un déplacement à l'étranger, et donc une certaine organisation.

Il est tenté d'y remédier en proposant des formations au Luxembourg, et en proposant certaines formations à des horaires où il y a moins d'audiences ou d'autres contraintes professionnelles.

Malta/Malte

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   Prosecutors within the Office of the Attorney General are public officials and therefore benefit from the general protections afforded to public officers within the Maltese public service and the criminal justice system. While there is no specific legislative instrument exclusively regulating the protection of prosecutors, security measures may be provided by local law-enforcement authorities, particularly the Malta Police Force, when necessary.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   Practical measures include physical security arrangements in court buildings and the Office of the Attorney General as well as controlled access to official premises and confidentiality safeguards governing prosecutorial files and evidence.

   Prosecutors are required to ensure that sensitive information and documentation are handled securely and in accordance with applicable legal obligations. Where circumstances so require, operational support or protection measures may be provided by law-enforcement authorities.

   These safeguards contribute to protecting both the safety of prosecutors and the privacy rights of individuals involved in criminal proceedings.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   Training and induction programmes within the Office of the Attorney General include guidance on professional ethics, confidentiality obligations and the responsible handling of sensitive information.

   Prosecutors also participate in local or international training initiatives addressing professional conduct and matters relevant to security in prosecutorial work i.e. Council of Europe as well as the Institute of Public Service (Malta).

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

While general safeguards exist, evolving forms of criminality and the increasing complexity of criminal investigations may give rise to additional security considerations, particularly in cases involving organised crime or high-profile prosecutions.

Continued cooperation with law-enforcement authorities and increased awareness of digital security issues contribute to addressing such challenges.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

The well-being of prosecutors is recognised as an important factor contributing to the effective functioning of the justice system in Malta.

Within the Office of the Attorney General, professional conduct rules emphasise respect, professionalism and collegiality among staff members. The updated Code of Ethics for Prosecutors adopted in September 2025 also affirms the commitment of the Office to maintain a working environment free from harassment, discrimination and bullying.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Measures supporting prosecutors' well-being include general public service policies relating to working conditions and employment rights.

In addition, the Office of the Attorney General has introduced, since 2024, access to the services of a professional psychologist to support staff members who may experience professional stress or other challenges associated with their work.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Prosecutors may receive guidance through internal supervisory structures, mentoring arrangements and participation in professional training programmes. The introduction of an Integrity Officer with the Office of the Attorney General is also in the pipeline.

Training activities may address professional ethics, decision-making and the management of challenges arising from prosecutorial responsibilities.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?
The increasing complexity and volume of criminal cases may contribute to significant workloads and professional pressure for prosecutors.

Continued attention by senior management to workload management and institutional support mechanisms remains an important factor within the Office of the Attorney General for maintaining the well-being and effectiveness of prosecutors.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

Prosecutors within the Office of the Attorney General are considered as public sector officials and their conditions of work are mainly regulated by means of a collective agreement concluded in 2021 between the Office of the Attorney General and the *Union Ħaddiema Magħqudin* (UHM – Voice of the Workers). This collective agreement governs the employment conditions of prosecutors and other legal professionals within the Office. The agreement establishes provisions relating to salary scales, allowances, working conditions and career structures.

While remuneration within the public prosecution service may differ from that available in private legal practice, the existing framework aims to ensure appropriate conditions of employment and professional stability as well as safeguards retention of prosecutors.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The prosecutorial profession in Malta generally enjoys institutional respect due to its important role in its mission to uphold the rule of law and protect the public interest.

Professional and ethical standards governing prosecutors reinforce the principles of independence, impartiality and integrity, thereby contributing to maintaining public confidence in the prosecution service.

A 2024 independent public survey found that the majority of respondents expressed respect for Malta's prosecution service.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

Prosecutors may face increasing workloads due to the complexity and volume of criminal investigations and prosecutions. The need to attract and retain experienced legal professionals within the public prosecution service also remains an important consideration.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

The collective agreement concluded in 2021 represents an important measure aimed at improving employment conditions and providing a structured framework for remuneration, career development and professional support. Currently, a new collective agreement is also being discussed.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

    The prosecution service in Malta operates within the Office of the Attorney General, headed by the Attorney General.

    Responsibilities are distributed through an internal organisational structure comprising of four (4) specialised units responsible for different categories of cases (i.e.: the Prosecution Unit, the Mutual Legal Assistance and International Cooperation Unit, the *In Genere* Unit and the European Affairs Unit). Case allocation and supervision are managed internally by the Attorney General and senior management.

    The planned introduction, in the immediate future, of a digital case-management system is expected to further facilitate monitoring of case allocation and workload distribution.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

    Supervisory structures within the Office oversee the allocation of cases and aim to ensure that responsibilities are distributed in a balanced manner. This issue was also thoroughly tackled in July 2024 by means of the recommendations through the Attorney Geneal and State Advocate in Malta – Implementation of action plan of office re-organisation, co-founded by the European Union and the Council of Europe. Also the ethical framework governing prosecutors emphasises fairness and transparency in the management of workload.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

    Prosecutors are subject to strict ethical standards set out in the Code of Ethics for Prosecutors and Legal Procurators.

    These standards emphasise independence, impartiality, objectivity and the avoidance of conflicts of interest. Prosecutors must perform their duties free from political or external

influence and must base their decisions solely on the law and the evidence available. Prosecutors cannot take any part in any political activity.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The evolving nature of criminal activity and increasing case complexity require continuous adaptation of organisational structures and resources.

Ongoing modernisation initiatives aim to enhance the operational efficiency of the prosecution service. In 2023, as part of the Reform of the Office of the Attorney General, a new administrative unit, the Strategy and Initiatives Unit, headed by a Director, was established to drive strategic planning, coordinate key initiatives, and ensure the effective implementation of reform measures.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Relations between prosecutors and the media are generally managed through institutional communication channels within the Office of the Attorney General or by the Ministry for Justice or the Department of Information.

A communications strategy has been developed as part of the EU/CofE *Attorney General and State Advocate in Malta – Implementation of action plan of offices re-organisation (Project 233MT01)* and currently, the Office is in the process of recruiting a communications officer to handle the Office's communications processes.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

Individual prosecutors in Malta normally refrain from commenting publicly on ongoing cases.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The Code of Ethics requires prosecutors to exercise discretion and professionalism in public communications, including those conducted through social media platforms.

Prosecutors must avoid disclosing confidential information or engaging in conduct that could undermine public confidence in the justice system.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Balancing transparency with the need to protect confidential information and ongoing investigations remains an important consideration. Clear institutional communication practices contribute to addressing these challenges.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

A dedicated digital case-management system for the prosecution service is currently being prepared. A public procurement process for this system is being finalised following preparatory work carried out under a Technical Support Instrument project implemented with the support of the Council of Europe and funded by the European Union.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

As above

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Challenges include ensuring cybersecurity safeguards for sensitive information, ensuring interoperability between different justice sector systems and providing appropriate training for prosecutors and administrative staff.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Prosecutors regularly participate in specialised training covering areas such as organised crime, financial crime, cybercrime, artificial intelligence, international judicial cooperation and criminal procedure. Training takes place either physically, both locally and abroad as well as online.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Training programmes increasingly address emerging forms of criminal activity, including cybercrime, financial crime and cross-border criminal offences.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

The rapid evolution of criminal techniques requires continuous professional development. Ensuring adequate resources and expanding specialised training opportunities remain important priorities. The Office of the Attorney General also conducts on an annual basis a Training Needs Analysis (TNA) to systematically assess the skills, knowledge, and competencies required across different roles. This process involves identifying current capability gaps, anticipating future demands based on emerging crime trends, and aligning training programmes with strategic objectives.

The TNA enables the Office to prioritise learning initiatives, tailor professional development to specific prosecutorial needs, and ensure that staff are equipped with the expertise necessary to handle complex cases. By regularly reviewing and updating the analysis, the Office can adapt training offerings to reflect new legal frameworks, technological advancements, and evolving investigative techniques, thereby maintaining a highly skilled, agile, and effective prosecution workforce.

Republic of Moldova/République de Moldova

I. Ensuring the protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

In the Republic of Moldova, the protection and security of prosecutors, including, where applicable, their family members and their property, are regulated at a segmented legislative level. The existing regulations do not establish an autonomous, coherent and efficient mechanism for the protection of prosecutors and their family members, which is particularly necessary in the context of the increased risks generated by the investigation of complex crimes and organized crime. The relevant regulatory framework consists mainly of the Constitution of the Republic of Moldova, Law No. 3/2016 on the Prosecutor's Office, Law No. 134/2008 on the State Protection and Guard Service, the Criminal Code, the Contravention Code, as well as related legislation on public order, personal data protection, cybersecurity and the activity of public order and security authorities.

At the constitutional level, art. 124 para. (1) of the Constitution enshrines the status of the Prosecutor's Office as an autonomous public institution within the judicial authority, and art.125¹ establishes the role of the Superior Council of Prosecutors as a guarantor of the independence and impartiality of prosecutors. At the infra-constitutional level , art. 33 of Law no. 3/2016 enshrines the guarantees of the independence of the prosecutor, including the determination by law of his/her status, the prohibition of interference in the prosecutor's activity and the obligation to ensure the organizational, technical and material conditions necessary for the functioning of the Prosecutor's Office.

The special regulation on the protection of the prosecutor is provided for by art.59 of Law no. 3/2016, which establishes that the prosecutor, his family members and their property are under the protection of the state. In the event of a danger to the life or health of the prosecutor or his family members, as well as to the integrity of their property, the internal affairs bodies are obliged, upon the reasoned request of the prosecutor, to take the necessary measures to ensure the security of the person, family and property. The same norm provides that the attack on the life or health of the prosecutor, the threat of death or violence, the destruction or damage to his property, as well as similar actions directed against the close relatives of the prosecutor, in connection with the exercise of official duties, attract criminal liability.

A separate regime is provided for the Prosecutor General. According to art. 96 para. (2) of Law no. 3/2016, the state guard of the Prosecutor General is ensured under the terms of the law. The state protection regime is developed by Law no. 134/2008 on the State Protection and Guard Service. According to art. 6 para. (1) of this law, state protection is granted, as a rule, to dignitaries of the highest rank, and according to art. 6 para. (3), the President of the Republic of Moldova may order the granting of state protection to other dignitaries or their family members, at the written request of the interested institutions or on his own initiative, in the event of a state of danger or the existence of information regarding possible attacks on life, physical integrity, freedom of action or health.

A recent and relevant legislative element for this questionnaire is Law No. 26 of 5 March 2026 amending certain normative acts, adopted with a view to strengthening the security of judges and prosecutors. This strengthened legal and criminal protection against acts of intimidation,

threats, aggression, violence or reprisals directed against judges and prosecutors, including when such acts are committed through computer systems or target close relatives or their property, in connection with the exercise of the duties provided for by law. This legislative intervention strengthens the repressive and preventive response of the state, but does not replace the need for an operational mechanism for physical protection and institutional risk assessment.

From the perspective of the competent authorities, responsibilities are distributed among several institutions. The internal affairs bodies are responsible for applying security measures upon the motivated request of the prosecutor, the State Protection and Guard Service may grant state protection under the law, the President of the Republic of Moldova may order the granting of protection to persons other than those expressly indicated by law, and the Intelligence and Security Service and other public order or security authorities may provide relevant information for risk assessment. At the institutional level, the Prosecutor General's Office and the heads of prosecutors' offices have the role of identifying and reporting risk situations, and the Superior Council of Prosecutors, as the constitutional guarantor of the independence and impartiality of prosecutors, does not exercise operational attributions in the matter of the physical protection of prosecutors and does not grant state guard. However, within the limits of its constitutional and legal powers, it can contribute to strengthening professional guarantees by examining systemic issues that affect the independence, security and professional reputation of prosecutors, by formulating proposals to the competent authorities, approving draft normative acts regarding the status of prosecutors and adopting institutional positions in situations where public attacks, smear campaigns or unjustified pressures are likely to affect the independence of prosecutors or public trust in the Prosecutor's Office system.

Institutional data for 2025 also confirm the existence of relevant organizational pressures for the functional security of the system. As of December 31, 2025, out of 720 approved prosecutor positions, 571 were filled, while 121 were vacant and 28 were temporarily vacant. In specialized prosecutor's offices, out of 113 prosecutor's positions, only 63 were filled, 44 were vacant and 6 were temporarily vacant. In the same year, 108 prosecutors were delegated, including 21 to the PCCOCS and 13 to the Anti-Corruption Prosecutor's Office. These data show that the activity in sensitive areas is partially supported by delegations and the redistribution of existing resources, which emphasizes the need for clearer institutional and security guarantees for exposed prosecutors. At the same time, the large number of interim positions should also be highlighted (62 prosecutors hold interim positions in all prosecutor's offices at all levels).

The judicial system provides a useful benchmark for comparison. Law no. 544/1995 on the status of judges regulates, at a general level, the protection of judges, their family members and their assets, and the legal framework applicable to specialized anti-corruption panels and panels provides for additional security guarantees, including the provision of the premises with protective systems and equipment and the possibility of requesting state security for the judge and his family members. Prosecutors handling complex or sensitive cases are exposed to comparable risks. Therefore, it is necessary to develop a protection framework for prosecutors that is comparable in purpose, but adapted to the specifics of the prosecutorial function.

In conclusion, the existing regulatory framework represents a necessary basis, and Law no. 26/2026 constitutes an important progress in strengthening criminal legal protection . However, to ensure effective protection, it is necessary to supplement it with unitary risk assessment procedures, clear reaction deadlines, gradual measures, precisely delimited inter-institutional responsibilities, confidentiality rules and specific guarantees for prosecutors exposed to increased professional risks.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

Existing practical measures can be grouped into four categories: physical protection, institutional protection, legal protection, and protection of privacy, personal data and information security.

In terms of physical protection, measures such as state guard, escort, home guard, property surveillance, intervention of internal affairs bodies in case of threats, as well as ensuring the security of the Prosecutor's Office premises may be applied, depending on the circumstances and the level of risk. Art. 96 para. (1) of Law no. 3/2016 provides that the security of the premises and other property of the Prosecutor's Office, the security of its employees, public order in the premises of the prosecutor's offices and the control of persons entering and leaving the premises are ensured from the state budget. However, these measures mainly aim at institutional security and access to the premises of the Prosecutor's Office, not the individualized and permanent protection of each prosecutor.

Regarding the physical protection and personal security of prosecutors and their family members, the national framework does not, for the time being, establish a special law exclusively dedicated to this professional category. The situation differs, for example, from the regime of protection of witnesses and other participants in criminal proceedings, regulated by Law no. 105/2008, in the application of which the Prosecutor's Office has relevant powers according to art. 5 letter i) of Law no. 3/2016. In the case of prosecutors, protection is achieved under the general guarantees provided by Law no. 3/2016, of the state protection regime regulated by Law no. 134/2008, as well as, where appropriate, through cooperation with internal affairs bodies, the State Protection and Guard Service, the Intelligence and Security Service and other competent authorities.

In practice, there have been situations in which state protection has been applied in several individual situations involving the leadership of the Prosecutor's Office, including with regard to some holders or interims of the position of Prosecutor General, such as Alexandr Stoianoglo , Dumitru Robu and Ion Munteanu, as well as with regard to the Chief Prosecutor of the Anti-Corruption Prosecutor's Office (Veronica Dragalin). However, the information compiled shows that such measures have been activated on a case-by-case basis, usually after the emergence of a concrete threat, being limited to the duration of the imminent risk. This reality confirms that the protection mechanism exists, but is not yet supported by a uniform, predictable and accessible procedure for all prosecutors exposed to professional risks.

At the institutional level, within the General Prosecutor's Office, subdivisions with relevant security responsibilities operate. *The Secrecy Assurance Section* contributes to organizing the mobilization of the Prosecutor's Office staff in exceptional, emergency, siege or war situations, as well as to the development, verification and updating of mobilization plans of the General Prosecutor's Office, territorial prosecutors' offices and specialized prosecutors' offices. *The Personal Data Protection Service* contributes to ensuring the compliance of data processing and protecting the privacy of employees of the Prosecutor's Office system. *The Cybercrime Combating Section* - is relevant both for strengthening the institutional capacity to combat cybercrime, and for developing the necessary internal expertise in relation to new digital risks, including online threats, the use of computer systems for intimidation, attacks on data or coordinated campaigns in the digital environment

An important legal guarantee, with direct relevance to the right to privacy, is the inviolability of the prosecutor, regulated by art. 34 of Law no. 3/2016. This limits the application of intrusive measures such as entering the prosecutor’s home or office, searching, seizing objects, intercepting conversations, checking correspondence or documents. Such measures may only be carried out under the strict conditions provided for by law. Therefore, the inviolability of the prosecutor protects both the functional independence and the sphere of his or her private life, communications and documents.

In terms of data protection and digital security, the national framework consists mainly of Law No. 133/2011 on the protection of personal data *(Law No. 195/2024 on the protection of personal data, which will enter into force in August 2026 and will repeal Law No. 133/2011)* and Law No. 48/2023 on cybersecurity and Law No. 124/2022 on electronic identification and trust services. At the institutional level, the Prosecutor's Office uses information systems, authentication and electronic signature mechanisms, as well as data access control solutions, and the *Personal Data Protection Service* within the Prosecutor General's Office contributes to ensuring the compliance of data processing and protecting the privacy of employees.
At the same time, Law no. 26/2026 is relevant for the digital security of prosecutors, as the newly established criminal protection also covers threats committed through an information system, when they target the judge, prosecutor, close relatives or their property in connection with the exercise of their official duties. However, it is necessary to develop additional and clear internal procedures regarding the prevention of exposure of personal data, the management of online threats, the reporting of cybersecurity incidents and cooperation with the competent authorities. (Digital threats rabbit https://www.csp.md/consiliul-superior-al-procurorilor-condamna-amenintarile-la-adresa-corpului-de-procurori)

3. Are there specific training or induction processes within the prosecution services designed to promote the safety and security of prosecutors?
In the Republic of Moldova, there are general mechanisms for continuous professional training applicable to prosecutors, but the documents analyzed do not confirm the existence of a specialized, mandatory and recurring program dedicated exclusively to the personal safety, physical security, psychological security and digital security of prosecutors.
According to art. 32 par. (3) of Law no. 3/2016, prosecutors participate annually in at least 40 hours of continuous professional training. The training is organized, mainly, through the National Institute of Justice, but can also be carried out through higher education institutions, external partners or other forms of professional development. The training topics include domestic legislation, international acts to which the Republic of Moldova is a party, national and international jurisprudence, human rights, specialized crime, international cooperation and other areas relevant to the exercise of the prosecutor's function.
The Superior Council of Prosecutors annually transmits priority training topics to the National Institute of Justice, which allows the adaptation of programs to the real needs of the Prosecutor's Office system. In practice, certain trainings may include elements of data protection, information security, risk management, institutional communication or conduct in sensitive situations. However, these components do not amount to an institutionalized and uniform curriculum on prosecutor security.
Therefore, there is general continuous professional training, which can indirectly contribute to strengthening the capacity of prosecutors to prevent and manage certain risks, but there is still no mandatory, standardized and recurring module dedicated to prosecutor security. Such training should include at least professional risk assessment, response to threats, home and travel security, personal data protection, digital hygiene, communication security, management of online harassment, communication in crisis situations and cooperation with public order and security authorities.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

The main concerns concern the incomplete and insufficiently operationalized nature of the existing mechanisms. Although the regulatory framework enshrines state protection of the prosecutor and establishes criminal liability for certain acts directed against him, the system does not yet have a distinct, gradual and predictable mechanism for assessing and managing security risks for all categories of exposed prosecutors.

In practice, protective measures are predominantly reactive in nature, being activated, as a rule, after the occurrence of an incident or a concrete threat. There is no uniform procedure that establishes the notification method, the reaction time, the risk assessment criteria, the types of applicable measures, their duration, the responsibilities of each authority and the subsequent monitoring mechanism. There is also no consolidated public statistics on threats, attacks, cases of intimidation, online harassment or smear campaigns directed against prosecutors.

Risks are not evenly distributed across the system. Prosecutors in specialized prosecutorial offices, prosecutors involved in investigating high-level corruption, organized crime, human trafficking, money laundering, cybercrime, cross-border crimes or cases with high public visibility are exposed to increased physical, psychological, reputational and digital pressures. In the absence of a graded risk assessment system, protection often depends on ad hoc responses and ad hoc coordination capacity between institutions.

Competent authorities can provide support and risk information, in particular the internal affairs bodies, the Intelligence and Security Service and the State Protection and Guard Service. However, this cooperation must be strengthened by a clear inter-institutional protocol, applicable to both physical and digital threats. The role of the Intelligence and Security Service is relevant for providing information support, but the decision to grant state protection to persons other than those expressly provided for by law falls within the competence of the President of the Republic of Moldova, under the terms of Law no. 134/2008.

Law no. 26/2026 constitutes an important legislative development, as it establishes clearer criminal protection against threats, violence and reprisals committed against judges and prosecutors, including through IT systems. This intervention strengthens the legal response of the state and has a preventive function, by discouraging acts of intimidation and aggression. However, criminal protection must be complemented by administrative, operational and institutional measures.

In this regard, it is appropriate to supplement Law no. 3/2016 with an explicit mechanism for the protection of prosecutors, which should include the prosecutor's request, ex officio notification by the head of the prosecutor's office, rapid inter-institutional risk assessment, gradual protection measures, reaction deadlines, confidentiality rules and periodic reporting to the competent authorities. In parallel, it is necessary to develop an inter-institutional protocol between the Prosecutor's Office, the Ministry of Internal Affairs, the Intelligence and Security Service and the State Protection and Guard Service, with a distinct digital security component.

A methodology should also be established to statistically record security incidents targeting prosecutors, including threats, attacks, intimidation, unauthorized disclosure of personal data, online harassment and smear campaigns. This data would allow for real risk assessment, resource planning, training adjustments and the substantiation of any subsequent legislative or administrative interventions.

In conclusion, the right direction is not only to penalize acts already committed, but to establish a preventive, coherent, predictable system adapted to the real risks of the prosecutorial function. This system must combine physical protection, legal protection, reputational protection , digital security, preventive counseling and operational cooperation between the competent authorities.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Yes. In the Republic of Moldova, the well-being of prosecutors is increasingly recognized as a relevant factor for the quality, efficiency and stability of the Prosecutor's Office's activity, as well as for the efficient functioning of justice.
Law No. 3/2016 on the Prosecutor's Office does not contain a separate chapter dedicated to the well-being of prosecutors in a modern psychosocial sense. However, several legal provisions indirectly contribute to this purpose, through guarantees of independence, continuous professional training, state protection, remuneration, material and social insurance, career, evaluation, disciplinary liability and professional motivation mechanisms.
Thus, the well-being of prosecutors is not limited to psychological assistance, but also includes the material conditions for exercising the function, the level of remuneration, social guarantees, professional security, career stability, recognition of professional merits and a reasonable workload.
The novelty compared to previous years is that the well-being of prosecutors is expressly enshrined in the recent strategic planning documents of the Superior Council of Prosecutors. The Strategic Development Program of the SPC for the years 2025-2029 includes a distinct general objective regarding the promotion of the psychological well-being and motivation of prosecutors. This approach marks the transition from an implicit recognition, derived from the general guarantees of the professional status, to an explicit institutional approach, oriented towards prevention, psycho -emotional support and the strengthening of professional resilience.
At the institutional level, responsibility is shared. The Prosecutor General's Office has responsibilities regarding the organization of the activity of the Prosecutor's Office system and ensuring the necessary conditions for exercising the function of prosecutor. The Superior Council of Prosecutors has competences in the field of career, evaluation, discipline, defense of independence and professional reputation, as well as in promoting institutional policies aimed at the status and guarantees of prosecutors. At the same time, the Parliament and the Government remain relevant actors regarding the regulatory framework, budgetary policy, salaries, pensions, compensations, social protection and human resources.
In practice, the well-being of prosecutors is closely linked to staff shortages, workload, frequent delegations, the large number of interims, successive reforms, external evaluation, public pressure on the system and the attractiveness of the profession. Consequently, in the context of the Republic of Moldova, the well-being of prosecutors cannot be analyzed in isolation, but in connection with institutional independence, human resources, personal security, workload management, material guarantees and the prestige of the profession.

6. ***What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?***

The most relevant policy documents are the Strategic Development Program of the Superior Council of Prosecutors for the years 2025-2029, the Annual Action Plan of the SPC for the year 2026 and the Activity Plan of the Prosecutor's Office for the year 2026. These documents indicate a change in approach, from indirect and fragmented measures to an explicit institutional policy on professional well-being.

The Strategic Development Program of the CSP for the years 2025-2029 provides for the promotion of psychological well-being and motivation of prosecutors. To this end, psycho - emotional support measures, free psychological counseling, periodic assessment of well-being to identify the risks of professional burnout, as well as workshops on stress management, burnout prevention , emotional intelligence, work-life balance and conflict management are provided. The expected results include confidential access to psychological support, reducing the risk of burnout , increasing psychological resilience and developing an organizational culture oriented towards prevention and care.
The annual action plan of the CSP for 2026 develops this direction through actions aimed at developing a psychological counseling program for prosecutors, conducting a survey on professional satisfaction, developing an internal normative or procedural framework, and ensuring access to specialized psychological counseling services. The same document also identifies implementation risks, such as prosecutors' reluctance to use psychological services, distrust in the confidentiality of assessments, lack of qualified specialists, the risk of a formal implementation without real impact, as well as insufficient financial and administrative resources.
Separately, the Prosecutor's Office's Activity Plan for 2026 provides for the development of a workload measurement mechanism for prosecutors and the development of an internal procedure for preventing and investigating workplace harassment. These measures are directly relevant to well-being, as excessive or unbalanced workload and the lack of a safe professional environment are key factors in burnout and demotivation .
At the same time, the annual planning of the CSP for 2026 includes the development and promotion of an internal policy and procedures on discrimination, harassment and sexual harassment. This intervention is important also from the perspective of the risk of underreporting , determined by reasons such as confidentiality, fear of repercussions, stigmatization or lack of trust in institutional mechanisms.
In terms of material and social guarantees, the well-being of prosecutors is addressed through measures related to salaries, compensations, pensions, working conditions and recognition of professional merits. In this context, the Prosecutor General's Office drafted a draft law on the seniority pension of prosecutors in 2024, which was submitted to the Ministry of Justice (by letter no. 4-2d/24-336) on 31.07.2024. This social guarantee is relevant for career stability and the attractiveness of the position, especially in relation to the complexity, restrictions and risks of the prosecutorial profession. According to available information, the project is still in the legislative procedure.
Also, the PDS of the CSP for the years 2025-2029 provides for the development of human resources policies and ensuring a professional, motivated and stable body of prosecutors, including through measures to increase loyalty and strengthen professional guarantees. The Action Plan of the Prosecutor's Office for the year 2026 provides for the promotion of amendments to Law no. 3/2016, including on the dimension of social guarantees and the reconsideration of the prosecutor's status.
The subject of prosecutors' well-being has not been the subject of a national study exclusively dedicated to this topic. However, the analysis of the application of Law no. 3/2016 and its compliance with international standards, published in 2025 with the support of the Council of Europe, addresses aspects of prosecutors' professional guarantees, including dimensions relevant to well-being in the broader context of the prosecutor's status (the granting of the status of magistrate to prosecutors by law). The analysis was developed within the framework of the Council of Europe project "Strengthening the criminal justice system based on respect for human rights in the Republic of Moldova, Phase II" and examines the application of Law no. 3/2016 in relation to international standards.
Also, with the support of development partners, the CSP is in the process of carrying out a study on the social guarantees of prosecutors, which is to analyze the evolution of national legislation,

the regulatory framework in force, the practices of the European Union member states and candidate states, as well as relevant international standards. This should also include proposals for lege ferenda to strengthen the regulatory framework on social protection and professional guarantees of prosecutors. Separately, a study was developed on the opportunity to grant the status of magistrate to prosecutors in the Republic of Moldova, a relevant document for assessing the approximation of the status of prosecutors to that of judges and for strengthening professional guarantees. STUDY ON THE OPPORTUNITY OF GRANTING THE STATUS OF MAGISTRATE TO PROSECUTORS IN THE REPUBLIC OF MOLDOVA - APOD
In addition, there are relevant institutional data and analyses, including statistics on staff shortages, staff turnover, delegations, workload, internal surveys on prosecutors' perceptions of the role of the CSP, as well as analyses on prosecutors' social and material guarantees.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks, on how to address challenges to professional well-being?

Currently, prosecutors do not benefit from formal, standardized and permanent training or counseling programs dedicated to professional well-being, stress management, resilience or burnout prevention , neither within the National Institute of Justice nor at the level of prosecutors' offices.
The mandatory continuous professional training of at least 40 hours per year, provided for by art. 32 paragraph (3) of Law no. 3/2016, may include related topics, such as professional ethics, communication, time management, handling sensitive cases, human rights, leadership , inter-institutional cooperation and professional conduct. However, it does not currently include a standard module on work-life balance, managing professional pressure, occupational stress, secondary trauma, burnout , resilience or mechanisms for confidentially requesting psychological support.
Recent strategic documents create the premises for establishing a more structured approach. The CSP Strategic Development Program for 2025-2029 and the CSP Annual Action Plan for 2026 provide for psychological counseling, job satisfaction surveys, access to specialized psychological support services, and training activities related to well-being and professional motivation.
At an informal or indirect level, some institutional initiatives have included relevant elements for reducing professional pressure. The “Model Prosecutor's Office” program [1]or the Framework for Excellence, implemented in 2024-2025 in the Edineț , Ocnița and Ungheni prosecutor's offices, in partnership with ABA ROLI Moldova/USAID, included performance management and workload assessment components. These can indirectly contribute to prosecutors' well-being by more equitable case distribution, increased predictability of work and improved internal management. However, the program did not formally include a component dedicated to individual well-being, psychological support or the prevention of professional burnout.
In parallel, there is the possibility of addressing the CSP in situations that affect independence or professional reputation. However, such mechanisms cannot substitute a dedicated institutional system of psychological support and burnout prevention .[2][3]
For the planned measures to be effective, they must be implemented in a confidential, accessible and non-stigmatizing manner, clearly separated from professional performance evaluation procedures or disciplinary mechanisms. It is essential that prosecutors have the guarantee that seeking psychological support cannot have negative consequences on their career, evaluation, professional reputation or institutional status.

[1] https://www.procuratura.md/stiri-si-mass-media/anunturi/proiectul-procuraturilor-model-pilot-ia-amploare-organizaarea-mesei
[2] https://www.csp.md/pozitia-consiliului-superior-al-procurorilor-privind-afirmatiile-publice-referitoare-la-procurorul
[3] https://www.csp.md/consiliul-superior-al-procurorilor-constatat-caracterul-defaimator-al-unor-informatii-aparute

8. *Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?*

The main concerns regarding the well-being of prosecutors are structural and cumulative in nature. They relate to staff shortages, high workload, unbalanced distribution of tasks, staff turnover, frequent delegations, the complexity of the cases handled, the pressure caused by successive reforms, the impact of external evaluation, exposure to public criticism, the reduced attractiveness of the position, insufficient social guarantees and the lack of an institutionalized and functional system of long-term psychological support.
The most acute welfare problem is the systematic overwork generated by the staff shortage. As of December 31, 2025, out of the 720 prosecutor positions approved by Parliament Decision No. 14/2024, only 571 were filled, which represents an occupancy rate of approximately 79.3%, with 121 vacant positions and 28 temporarily vacant.
Under these conditions, in 2025, 108 prosecutors were delegated to other structural units, representing approximately 18.91% of the total number of active prosecutors. The high delegation index shows that a significant part of the current functioning of the system is supported by temporary solutions, which generates professional instability, affects the predictability of the activity and overburdens prosecutors who cover several institutional needs simultaneously.
Staff turnover has worsened. In 2025, 31 prosecutors left their jobs, compared to 18 in 2024. The 2025 activity report of the Prosecutor General's Office expressly notes that staff turnover, especially of qualified staff, affects the smooth functioning of the institution. This reality has a direct impact on the well-being of prosecutors remaining in the system, who take on an additional volume of activity and are exposed to an increased level of professional pressure.
A related problem is the high vacancy rate in support positions. In 2025, for civil servants and auxiliary staff, the vacancy rate was approximately 38.06%, or 134 vacant or temporarily vacant positions out of 458. The lack of support staff directly or indirectly transfers additional administrative tasks to prosecutors, affecting their concentration on their core activity and increasing professional pressure.
An additional factor of pressure is external evaluation processes (vetting). Although these mechanisms pursue legitimate objectives regarding integrity, accountability and strengthening public trust, their duration, complexity and effects on career predictability can generate a prolonged state of professional uncertainty. This element must be taken into account when assessing the current psychological pressure on the Prosecutor's Office system.
In addition to operational pressure, there is also a problem of attractiveness and retention in the profession (in the 2025 entrance exams to the National Institute of Justice, only 5 candidates out of the 20 places put up for competition for the position of prosecutor passed) . Salary, pensions, compensations, social protection, material working conditions and professional recognition are essential components of well-being. Therefore, measures to increase motivation should not be limited to psychological interventions, but should be correlated with the strengthening of material and social guarantees.
To respond to these challenges, the following measures are necessary and, in part, already planned:
a) rapid operationalization of the mechanism for measuring prosecutors' workload;
b) filling vacant positions and reducing dependence on temporary delegations;
c) strengthening support staff, in order to reduce the transfer of administrative tasks to prosecutors;
d) establishing confidential psychological counseling services;
e) periodic assessment of the well-being and professional satisfaction of prosecutors;

f) approval and implementation of internal procedures regarding the prevention and investigation of harassment, discrimination and sexual harassment;
burnout prevention programs , stress management, resilience and emotional intelligence;
h) including indicators regarding professional well-being in the managerial evaluation of prosecutors' offices;
i) strengthening salaries, pensions, compensations and other social and material guarantees;
j) promoting real mechanisms for motivation and professional recognition, including diplomas, distinctions, medals and other incentive measures, applied transparently and meritocratically;
k) digitalization of work processes and reduction of unnecessary administrative tasks;
l) establishing clear guarantees that requesting psychological support does not affect the prosecutor's career, professional evaluation, reputation or disciplinary status.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

The remuneration and other socio -economic aspects of prosecutors' work are not fully comparable to those of other professional categories in the field of justice, especially those of judges.
The remuneration of prosecutors is mainly regulated by Law no. 270/2018 on the unitary remuneration system in the budgetary sector. The salary is calculated by applying the reference value to the ranking coefficients established for position and seniority. However, the current level of remuneration remains significantly lower than that of judges and insufficient in relation to the complexity of the prosecutor's duties, procedural responsibility, prohibitions and incompatibilities of the position, professional risks, public pressure and integrity requirements imposed on prosecutors.
In relation to civil servants, the remuneration of prosecutors is generally higher. However, the comparison with civil servants is not sufficient, because the prosecutor exercises a constitutional function of public authority, is part of the judicial authority and has a professional status close, by the nature of the attributions, to that of a judge. The analysis of the application of Law no. 3/2016, developed with the support of the Council of Europe and published in 2025 (mentioned in point 6), also recommends paying prosecutors at a level equal to that of judges and examining the opportunity to grant prosecutors the status of magistrate by law.
An important issue in recent years has been the differentiation of the reference value for the remuneration of prosecutors depending on the promotion of the external evaluation. In 2026, the State Budget Law provides for an increased reference value for judges and prosecutors who have promoted the external evaluation provided for by Law no. 252/2023, as well as for some categories of candidates or members of self-administration bodies (in the amount of 4300 lei, compared to 3200 lei). The Equality Council, through Advisory Opinion no. 77/24 of 28.11.2024, noted the problematic nature of this differentiation and recommended the elimination of the respective provisions and the identification of incentive mechanisms compatible with the principle of equal remuneration for work of equal value.
At the same time, by Decision no. 12 of 08.08.2023, the Constitutional Court held that the annual adjustment of the reference value used for the remuneration of prosecutors is mandatory and must be based at least on the inflation rate. The Court emphasized that the adjustment of

prosecutors' salaries must not depend exclusively on the discretionary option of the executive or legislative authorities in the budgetary process.
In practice, this requirement was not implemented, which led to a decrease in the real value of prosecutors' income and affected the material guarantees of their independence. The Superior Council of Prosecutors and the Prosecutor General's Office signaled (joint address), including through joint addresses, the need to execute the Constitutional Court Decision no. 12/2023 and to recalibrate the remuneration of prosecutors in accordance with the constitutional statute and the responsibilities of the position.
The current level of material and social guarantees cannot be considered sufficient, especially in the context of the increasing cost of living, the differences between the capital and the regions, the transportation or housing costs for prosecutors working in localities other than their place of residence, and the competition with the private sector or other legal professions. The lack of adequate material guarantees may affect not only the attractiveness of the position, but also the effective independence of prosecutors and the resilience of the system to corruption risks.
Therefore, the remuneration of prosecutors must be analyzed not only as a budgetary issue, but as an institutional guarantee of the independence, integrity and efficiency of the Prosecutor's Office. Adequate, predictable and comparable remuneration to that of judges is indispensable for maintaining qualified prosecutors in the system, attracting high-performing candidates and reducing systemic vulnerabilities.

10. Do you think that the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?
The profession of prosecutor is, by the nature of its duties, a profession of major importance for the rule of law, the defense of the legal order, the protection of human rights and the proper functioning of criminal justice. The prosecutor's office is constitutionally established as an autonomous public institution within the judicial authority, and prosecutors exercise essential duties regarding the management and exercise of criminal prosecution, the representation of the state prosecution and the defense of the public interest.
However, respect for the prosecutorial profession and its attractiveness are going through a period of pressure and reconsolidation. In recent years, the Prosecutor's Office system has been affected by successive reforms, external integrity assessments, intense public debates, media pressure, fluctuating perceptions of the institution's efficiency and career uncertainties. These elements have influenced both the public image of the profession and the interest of young lawyers in becoming prosecutors.
Access to the profession remains rigorous. Candidates must meet high standards of professional training, integrity, impeccable reputation and aptitude for the position. The selection is carried out through the involvement of the National Institute of Justice, the College for the Selection and Evaluation of Prosecutors and the Superior Council of Prosecutors. These institutional filters confirm that the profession is conceived as a selective one, intended for people with solid legal training and confirmed integrity.
However, recent data indicate an insufficient attractiveness of the profession in relation to the needs of the system. For the 2025-2027 admission cycle at the National Institute of Justice, places were set aside for candidates for the position of prosecutor, but the number of people admitted was reduced in relation to the real needs of the system, including as a result of increased selection requirements. According to the data, only 5 candidates were admitted for 20 places intended for future prosecutors.
The situation is also confirmed by the dynamics of human resources in 2025. Out of 720 approved prosecutor positions, only 571 were occupied, and there were 121 vacant and 28 temporarily vacant positions in the system. In the same year, only 7 prosecutors were appointed, while 31 left the system. The activity report of the Prosecutor's Office for 2025

confirms the existence of a significant staff shortage and the fact that 571 prosecutors were actually active in the system.
This dynamic shows that the profession is currently failing to consistently attract and retain the necessary human resources, especially compared to other legal options, such as the legal profession, the private sector, legal consultancy, the international environment or other public functions less exposed to professional risks. The main causes are the insufficient level of material and social guarantees, the differences with judges, the lack of an adequate retirement regime, the high workload, public pressure, high responsibility and restrictions specific to the function.
On the positive side, the prosecutorial profession continues to benefit from a meritocratic selection system and institutional recognition measures, including diplomas, distinctions, medals and other forms of encouragement for impeccable work or outstanding results. These instruments contribute to the consolidation of professional identity and internal motivation, but cannot compensate, by themselves, for structural deficiencies related to remuneration, social guarantees, workload and institutional stability.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?

The main problems regarding the working conditions of prosecutors are structural and cumulative. They concern insufficient or unfair remuneration, incomplete social guarantees, staff shortages, high workload, lack of a mature workload measurement mechanism, insufficient support staff, infrastructure, incomplete digitalization, public pressure on the profession and low career attractiveness.
The first major issue is remuneration. Although the regulatory framework recognizes the proximity of the prosecutor's status to that of the judge, the actual level of remuneration and social guarantees does not fully reflect the responsibility, restrictions and risks of the position. Constitutional Court Decision No. 12/2023 on the mandatory annual adjustment of the reference value for prosecutors' remuneration has not been implemented, and the differentiation of the reference value depending on the promotion of external evaluation has generated internal equity issues.
The second problem is the lack of sufficiently robust social guarantees.
The third problem, the most acute from the perspective of current operation, is the staff shortage, the high dependence on temporary solutions to cover institutional needs.
The fourth problem is staff turnover. It increases the pressure on the remaining prosecutors and reduces the managerial capacity to distribute tasks evenly.
The fifth problem is the insufficiency of support staff. This situation directly affects the work of prosecutors, because administrative, record-keeping, analysis, communication, archiving or operational management tasks are transferred, directly or indirectly, to prosecutors. As a result, prosecutors are removed from their core activity and exposed to additional overstrain.
The sixth problem is related to the workload, especially in specialized structures. In areas such as combating corruption, organized crime, cybercrime, economic and financial crimes and complex cases, the operational pressure is particularly high. The analyzed materials indicate, for example, that the Anti-Corruption Prosecutor's Office participated in 5,562 court hearings in 2025, compared to 5,212 in 2024, and some state prosecutors individually participated in over 500 hearings per year, in conditions of a constant deficit of prosecutors. These data show that the problem of workload is not only numerical, but also relates to the complexity of the cases, the duration of the procedures, the number of hearings and the available resources.

The seventh issue concerns infrastructure, logistics and digitalization. In recent years, investments have been made in headquarters and major repairs, including for territorial prosecutors' offices, but material conditions remain uneven. At the same time, incomplete digitalization and the simultaneous maintenance of digital and paper circuits can generate additional administrative burdens, instead of effectively reducing the workload.
The eighth issue concerns respect for the profession and the protection of professional reputation. Prosecutors are frequently exposed to public criticism, including in cases of major interest. Institutional criticism is legitimate in a democratic society, but unfounded attacks, smear campaigns or public pressure can affect individual independence, professional morale and the attractiveness of the position. Therefore, respect for the prosecutorial profession must be strengthened not only through public communication, but also through clear institutional reactions in cases where independence or professional reputation is affected. (https://www.csp.md/consiliul-superior-al-procurorilor-condamna-ferm-atacurile-defaimatoare-la-adresa-procurorilor-si)
To remedy these problems, the following measures are necessary:
1. **Review and consolidation of prosecutors' salaries** , through the full execution of Constitutional Court Decision No. 12/2023, the effective annual adjustment of the reference value and the elimination of salary differentiations that are not based on objective, proportional and compatible criteria with the principle of work of equal value (it was only partially applied in 2025, by increasing the reference value to 3,000-3,200 lei, after two years of non-application).
2. **Bringing prosecutors' material and social guarantees closer to those of judges** , including by examining equal or comparable remuneration, in accordance with the constitutional status of the Prosecutor's Office and with the recommendations formulated in the analysis carried out with the support of the Council of Europe.
3. **Operationalizing a transparent mechanism for measuring and distributing workload** , applicable to both territorial and specialized prosecutors' offices, taking into account not only the number of cases, but also their complexity, the number of hearings, procedural stages, risks and available resources.
4. **Filling vacant prosecutor positions and reducing dependence on delegations** , to ensure functional stability and professional predictability.
5. **Strengthening support staff** , including civil servants, specialists, analysts, administrative staff and technical staff, so that prosecutors are not overloaded with tasks that are not related to the exercise of their essential duties.
6. **Modernizing infrastructure and accelerating digitalization** , with the real objective of reducing administrative burdens and gradually eliminating the duplication of electronic and paper circuits.
7. **Supporting specialized structures** , including through sufficient staff, digital tools, technical expertise, analytical assistance and logistical resources proportional to the complexity of the cases managed.
8. **Strengthening institutional mechanisms for protecting professional reputation** , through motivated reactions in case of unfounded attacks or pressure on prosecutors.
9. **Strengthening the public communication of the Prosecutor's Office** , to explain the role of the prosecutor, the legal limits of his activity and the importance of the independence of prosecutors for the rule of law.
10. **Continue to apply incentive measures** and other forms of professional recognition, based on meritocratic criteria, to contribute to motivating the professional body.
11. **Correlating working conditions with professional well-being policies** , including through psychological counseling, burnout prevention , anti-harassment policies, periodic well-being assessments, and promoting a safe institutional climate.
Overall, improving the working conditions of prosecutors should not be seen as a corporate benefit, but as a condition for the functioning of justice. Adequate remuneration, real social

guarantees, manageable workload, appropriate infrastructure and respect for the profession are essential elements for the independence of prosecutors, the prevention of corruption, the retention of qualified personnel and the efficiency of the criminal justice system.

IV. Ensuring efficient management of criminal prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Yes. In the Republic of Moldova, the distribution of responsibilities within the Prosecutor's Office system is regulated by a normative and institutional framework that establishes both the architecture of the system and the hierarchical relationships, material, territorial and functional competencies of prosecutors' offices and prosecutors with management positions.
According to art.7 paragraph (1) of Law no. 3/2016 on the Prosecutor's Office, the Prosecutor's Office is a single system, which includes the Prosecutor's Office General, specialized prosecutor's offices and territorial prosecutor's offices. The total number of prosecutors is established by the Parliament, upon the proposal of the Prosecutor General and with the opinion of the Superior Council of Prosecutors, and the number of prosecutors in each prosecutor's office is established by the Superior Council of Prosecutors, upon the proposal of the Prosecutor General, according to art.7 paragraph (2) of the same law. The structure of the Prosecutor's Office General, specialized prosecutor's offices and territorial prosecutor's offices, as well as their residence, are established and amended by the Prosecutor General, with the written consent of the Superior Council of Prosecutors, pursuant to art. 7 paragraph (3) of Law no. 3/2016.
The Prosecutor General's Office has a role in leading, controlling, organizing and coordinating the activity of specialized and territorial prosecutors' offices, according to art. 8 para. (3) letter a) of Law no. 3/2016. At the same time, according to art. 11 para. (1) letters c), d), e), f), f^1), g) and j) of the same law, the Prosecutor General exercises control over the activity of prosecutors, establishes the areas of competence of his deputies, approves the Regulations of the Prosecutor's Office, issues orders and provisions, decides on the establishment and administration of information systems, establishes, with the written consent of the Superior Council of Prosecutors, the internal structure of the prosecutor's offices and bears managerial responsibility for the administration of the institution's budget and the public assets under management.
Specialized prosecutors' offices operate in special fields and exercise their powers throughout the territory of the Republic of Moldova, according to art. 9 paragraph (1) of Law no. 3/2016. Their powers, competence, organization and functioning are regulated by special laws, criminal procedural legislation and their own activity regulations, according to art. 9 paragraph (2) of Law no. 3/2016. In this regard, Law no. 159/2016 on specialized prosecutors' offices complements the general framework established by Law no. 3/2016.
Territorial prosecutor's offices usually operate in the jurisdictions of the courts, according to the territorial jurisdiction established in the Regulations of the Prosecutor's Office, pursuant to art. 10 paragraph (1) of Law no. 3/2016. The territorial prosecutor's office is headed by the chief prosecutor and his deputy or deputies, according to art. 10 paragraph (3) of Law no. 3/2016, and within it, subdivisions headed by the deputies of the chief prosecutor may be established.

The division of responsibilities is carried out on two complementary levels: administrative hierarchy and procedural hierarchy. The administrative hierarchy is regulated by art. 12 of Law no. 3/2016. According to art. 12 para. (1), the Prosecutor General and his deputies are heads of the Prosecutor's Office, the heads of the subdivisions of the Prosecutor General's Office organize and coordinate the activity of the subdivisions they lead, and the chief prosecutor of the specialized or territorial prosecutor's office organizes and coordinates the activity of the prosecutor's office he leads. In accordance with art. 12 para. (2), the orders, provisions and indications regarding the organization and coordination of the activity of the Prosecutor's Office, as well as the methodological and regulatory instructions of the aforementioned leaders, are mandatory for the subordinate prosecutors. The detailed rules regarding the administrative hierarchy are established by the Regulation of the Prosecutor's Office, in accordance with art. 12 para. (3).

The procedural hierarchy is regulated by art. 13 of Law no. 3/2016 and the Code of Criminal Procedure. According to art. 13 paragraph (1) of Law no. 3/2016, the procedural hierarchy and the powers of the hierarchically superior prosecutor are established by the Code of Criminal Procedure. Art. 13 paragraph (3) provides that the instructions of the hierarchically superior prosecutor shall be formulated in writing, in accordance with the law, and shall be binding on hierarchically inferior prosecutors, and the hierarchically inferior prosecutor may request their justification. At the same time, art. 13 paragraph (4) enshrines the right of the prosecutor to refuse to execute a manifestly illegal instruction and the obligation to challenge it to the hierarchically superior prosecutor who issued it.

In terms of procedure, Article 51 paragraph (1) of the Code of Criminal Procedure establishes that the prosecutor carries out, on behalf of the state, criminal prosecution, represents the prosecution in court and exercises other powers provided for by the Code. Article 51 paragraph (3) of the Code provides that, when exercising his powers in criminal proceedings, the prosecutor is independent and is subject only to the law, while executing the written instructions of the hierarchically superior prosecutor. Article 52 paragraph (1) of the Code of Criminal Procedure lists the powers of the prosecutor in criminal prosecution, including initiating criminal prosecution, ordering the conduct of criminal prosecution, refusing to initiate or terminating criminal prosecution and directly exercising criminal prosecution, under the terms of the law.

The distribution of tasks within the prosecutor's offices is carried out, mainly, by the heads of the prosecutor's offices and their subdivisions, depending on the material competence, territorial competence, specialization of the prosecutors, the volume of activity, the complexity of the cases and the operational needs of the institution. These duties are exercised pursuant to art. 12 of Law no. 3/2016, the Regulations of the Prosecutor's Office and the internal administrative acts issued within the limits of the law.

The Superior Council of Prosecutors has a distinct role of self-administration of the Prosecutor's Office system. According to art. 68 paragraph (1) of Law no. 3/2016, the SPC is an independent body, with the status of a legal person, established to participate in the process of establishing, operating and ensuring the self-administration of the Prosecutor's Office system. According to art. 68 paragraph (2), the SPC is the guarantor of the independence and impartiality of prosecutors. Within this framework, the SPC exercises relevant powers in the field of career, selection, promotion, transfer, performance evaluation, discipline and defense of the independence of prosecutors. Also, art. 23 and art. 24 of Law no. 3/2016 regulate the role of the SPC and the College for the selection and career of prosecutors in the procedures for the selection and filling of vacant positions.

In 2025, an important structural reform of the territorial prosecutor's offices was implemented, by reducing their number and aligning the Prosecutor's Office map with the map of the courts. The reform aimed to reduce institutional fragmentation, increase managerial capacity, standardize practices and create the premises for the specialization of prosecutors in the territory.

However, the full effectiveness of this reform still depends on ensuring adequate human, logistical and digital resources, as well as on strengthening the managerial skills of prosecutors exercising leadership positions.
In this context, it is noted that, since the initiation of the external evaluation process in 2023 and, in particular, with the implementation of the new map of prosecutors' offices, a significant number of management positions within prosecutors' offices of all levels are exercised on an interim basis. According to the available data, 62 management positions are temporarily occupied, including as a result of the fact that the organization of competitions and the participation of prosecutors in them are conditioned, in a first stage, by the existence of a valid professional performance evaluation.
This process has been carried out at a gradual pace, being influenced by objective factors, including the reconfiguration of the internal professional evaluation mechanism, which, during 2025, was revised to align, to the extent applicable, with the methodology, procedures and criteria used in external vetting . Consequently, consolidating the effects of the territorial reform is closely linked to the acceleration of internal professional evaluations, the operationalization of competitions for management positions and the stabilization of institutional management within the reorganized prosecutor's offices.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The distribution of work within the Prosecutor's Office is determined at two levels. At the institutional level, the Regulations of the Prosecutor's Office, approved by the Order of the Prosecutor General no. 33/3 of 03.05.2022, establish the competences of each structural unit and the general rules regarding the distribution of cases and work. At the individual level, the chief prosecutors of each prosecutor's office distribute the cases among the subordinate prosecutors, taking into account the material and territorial competence, the specialization of the prosecutors, the volume and complexity of the cases, as well as the operational needs of the institution.
The general basis results from art. 12 para. (1) and (2) of Law no. 3/2016, which establishes the organizational and coordination duties of the Prosecutor General, his deputies, the heads of the subdivisions of the Prosecutor General's Office and the chief prosecutors of the specialized and territorial prosecutors' offices.
An important measure was the reorganization of the territorial prosecutor's offices, carried out in 2025, by aligning the map of the Prosecutor's Office with the map of the courts. The reform aims to strengthen the administrative capacity of the territorial prosecutor's offices, streamline internal management and distribute tasks more evenly.
The temporary delegation of prosecutors is also used to ensure the continuity of activity in prosecutors' offices affected by vacant positions or specific operational needs. However, delegation remains a temporary solution and cannot substitute for the sustainable filling of vacant positions.
At the same time, the system does not yet have a fully digitalized and uniformly applied mechanism for objective measurement of workload. For this reason, the development of a mechanism based on quantitative and qualitative indicators, including the number of cases, their complexity, managerial attributions and administrative tasks, is a priority for the coming period.
In this case, the Model Prosecutor's Office Concept (implemented in the Edinet , Ocnita and Ungheni prosecutor's offices with the support of ABA ROLI Moldova/USAID) can be mentioned, which introduced, *inter alia,* performance indicators and mechanisms for the equitable distribution of cases between prosecutors from the same structural units . At the same time, the

CSP carried out, in 2025, working visits to 15 prosecutors' offices, with the aim of identifying dysfunctions .
Therefore, there are functional tools for balancing tasks, but they need to be strengthened through digitalization, filling vacant positions, objective workload indicators and periodic evaluation of the effects of territorial reorganization.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

The regulatory framework of the Republic of Moldova provides for ethical and professional standards applicable to all prosecutors, including those exercising managerial positions, aimed at guaranteeing independence, impartiality, objectivity, integrity and responsibility in the exercise of their duties.
Art. 3 para. (3) of Law no. 3/2016 enshrines the independence of the Prosecutor's Office from the legislative, executive and judicial branches, from any political party or socio-political organization, as well as from other institutions, organizations or persons, prohibiting interference in the activity of the Prosecutor's Office. Art. 3 para. (4) establishes that the prosecutor carries out his/her activity based on the principles of legality, impartiality, reasonableness, integrity and procedural independence, and art. 3 para. (5) provides guarantees against political, financial, administrative or other influences on the prosecutor in the exercise of his/her duties.
According to art. 3 par. (7) of Law no. 3/2016, the prosecutor is obliged, through his entire activity, to ensure the supremacy of the law, to respect the rights and freedoms of persons, their equality before the law, to ensure non-discriminatory legal treatment for all participants in judicial proceedings, to comply with the Code of Ethics of Prosecutors and to participate in continuous professional training. These obligations are directly relevant to the promotion of objectivity and impartiality.
The Code of Ethics for Prosecutors, approved by Decision of the General Assembly of Prosecutors No. 4 of 27 May 2016, develops standards of professional conduct based on legality, independence, impartiality, integrity, professionalism, confidentiality, fairness and respect for human rights. These standards apply to all prosecutors, including those in management positions.
For prosecutors in managerial positions, standards of impartiality and objectivity have additional relevance. They must not only personally comply with these requirements, but also have a managerial obligation to organize the work of subdivisions in a fair, predictable and transparent manner, to avoid unjustified internal pressures, to ensure a professional climate based on legality and mutual respect, and to prevent appearances of arbitrary influence over subordinate prosecutors.
With regard to political activity, the legal framework establishes clear restrictions. Art. 14 para. (1) of Law no. 3/2016 establishes that the position of prosecutor is incompatible with any other public or private position, as well as with other remunerated or unpaid activities. Art. 14 para. (2) allows, by way of derogation, the carrying out of teaching and scientific activities, under the conditions established by the Superior Council of Prosecutors. *(e.g. Reaction of the Superior Council of Prosecutors to the derogatory statements of MP Lilian Carp in the plenary session of Parliament).*
The express restriction on political activity is provided for in art. 15 para. (2) letter a) of Law no. 3/2016. According to this norm, the prosecutor does not have the right to be part of political parties or formations, to carry out or participate in activities of a political nature and to express or manifest in any way his political beliefs in the exercise of his duties. Also, art. 15 para. (2) letter b) prohibits the participation of the prosecutor in strikes, and art. 15 para. (2) letter c)

requires abstention from participation in the processing or examination of cases in case of incidence of grounds for recusal.
Failure to comply with ethical and professional standards may result in disciplinary liability, under Law no. 3/2016. According to art. 36 paragraph (2), prosecutors are subject to disciplinary sanctions for committing disciplinary offenses provided for in art. 38. The disciplinary procedure is based on the principles of legality, respect for the prosecutor's decision-making independence, fairness, proportionality of the sanction and transparency, according to art. 37 of the same law. Art. 42 establishes the stages of the disciplinary procedure, including the filing of the complaint, verification by the Prosecutors' Inspection, examination of the disciplinary case by the Disciplinary and Ethics Board and adoption of the decision on the disciplinary case.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The main challenges regarding the efficient management of the criminal prosecution service are related to insufficient human resources, the extensive use of delegations, the still unfinished territorial reorganization, the need to consolidate digital tools and the risks generated by some legislative interventions on the institutional architecture of the Prosecutor's Office.
First, the operational capacity of the system is affected by the increase in the number of vacant positions. As of December 31, 2025, there were 121 vacant prosecutor positions and 28 temporarily vacant positions in the Prosecutor's Office system , compared to 89 vacant positions and 29 temporarily vacant positions in 2024. This situation reduces the institutional capacity to manage cases, increases the pressure on active prosecutors and may affect the balanced distribution of tasks, including at the managerial level.
Second, a high level of delegations remains. In 2025, 108 prosecutors , representing 18.91% of the number of active prosecutors, worked through delegation. Although delegation is a necessary tool to ensure the continuity of activity in prosecutors' offices affected by vacancies or operational needs, its extensive use can generate instability in the distribution of cases, planning difficulties and overburdening of delegated prosecutors.
Third, the territorial reform of the Prosecutor's Office, initiated to align the map of prosecutor's offices with the map of courts, is still in the process of implementation. Some territorial offices are to be gradually unified, and this process involves challenges related to infrastructure, human resources, auxiliary staff, logistics, digitalization and redistribution of premises. For this reason, the impact of the reform must be monitored periodically, in order to avoid disproportionate transfer of tasks to certain prosecutor's offices or to certain management positions.
Fourth, an important concern is the need to digitize internal management processes. Digital systems such as *e-Disciplinary* and *e-Career* (as a project under development by the CSP), relevant for the transparency of human resources management, for tracking professional career paths and for streamlining institutional procedures, are not yet fully operational. The development of these tools has normative support including in art. 11 para. (1) lett. f¹) of Law no. 3/2016 , which assigns to the Prosecutor General the competence to decide on the establishment and manner of administration of information systems, registers and databases intended for the activity of the Prosecutor's Office.
Fifth, the system needs an objective and uniform mechanism for measuring workload. In the absence of quantitative and qualitative indicators that reflect not only the number of cases, but also their complexity, court activity, managerial duties, administrative tasks and involvement in reforms, the distribution of responsibilities risks remaining dependent on ad hoc administrative solutions.
At the same time, it is necessary to mention the concern generated by legislative initiatives that may affect the stability and functionality of specialized prosecutors' offices. In this regard, the

draft law no. 40/2025 on the merger of the Anti-Corruption Prosecutor's Office and the PCCOCS into a new structure has been subject to criticism, including in terms of institutional and operational risks. In this context, the Superior Council of Prosecutors reiterated, through Decision no. 1-60/2025, its reservations regarding the proposed model.
To address these challenges, the following measures are necessary and, in part, already being implemented:
1. developing an objective mechanism for measuring workload, based on quantitative and qualitative criteria;
2. digitalization of case management, career, discipline and performance evaluation processes;
3. periodic assessment of the impact of territorial reorganization on workload, access to services and quality of management;
4. expanding "Model Prosecutor's Office" practices, including performance indicators and tools for balanced case distribution;
5. strengthening the professional training of prosecutors with management positions in areas such as institutional management, managerial ethics, communication, leadership and resource management;
6. strengthening the capacity of auxiliary and technical staff, without which prosecutors and heads of subdivisions continue to bear excessive administrative burdens;
7. ensuring coherent coordination between the General Prosecutor's Office, specialized prosecutor's offices, territorial prosecutor's offices and the Superior Council of Prosecutors in the implementation of reforms.

V. Regulating relations between prosecutors and the media, including social networks

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialized communication/press office(s) or press officer(s) in place for that purpose?

At the level of principle, art. 3 para. (2) of Law no. 3/2016 on the Prosecutor's Office provides that the organization and activity of the Prosecutor's Office are transparent and require the guarantee of access of society and the media to information about the institution, with the exceptions provided for by law and in compliance with the personal data regime. Also, access to information of public interest is regulated by Law no. 148/2023 on access to information of public interest , and the Prosecutor General annually presents to Parliament the report on the activity of the Prosecutor's Office, according to art. 11 para. (3) of Law no. 3/2016 .
At the institutional level, the communication of the Prosecutor General's Office with the media is carried out mainly through *the Information and Communication with the Media Directorate* within the Prosecutor General's Office. This ensures public information about the Prosecutor's Office's activity, the publication of approved press releases, the representation of the institution in relations with the press, the management of interview requests, the organization of press conferences and briefings, the preparation of public statements, the monitoring of press materials and the development of external communication policies. The Anti-Corruption Prosecutor's Office and the PCCOCS have their own press officers and publish press releases on the institutional websites .
According to compiled data, in 2025 the Prosecutor's Office had significant public activity, including through 354 press releases , 42 video materials or reels distributed on official platforms and the approval of the Institutional Communication Strategy for the period 2025-2030 .

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

The leadership of the Prosecutor's Office has a central role in public communication regarding high-profile cases, institutional reforms, sensitive situations and topics that may affect public trust in the Prosecutor's Office.
In practice, communication in cases that attract the attention of society is usually carried out by the Prosecutor General, the Deputy Prosecutors General, the Chief Prosecutors of the Specialized Prosecutor's Offices or other designated representatives, in coordination with the communication subdivision. Public interventions may take the form of press releases, briefings, press conferences, interviews or institutional clarifications.
This approach is justified by the need to ensure the coherence of the public message, to prevent the transmission of contradictory information and to protect the confidentiality of the criminal investigation. According to art. 212 para. (1) of the Code of Criminal Procedure , the materials of the criminal investigation may not be made public except with the authorization of the person conducting the criminal investigation and only to the extent deemed possible, with respect for the presumption of innocence and without affecting the interests of other persons or the criminal investigation.
Ordinary prosecutors are not, as a rule, the main bearers of institutional messages in relation to the media in cases under investigation. They may participate in communication activities or provide explanations only within the limits of the approved mandate and in compliance with the rules regarding the confidentiality of criminal prosecution, the presumption of innocence, the protection of personal data, the right to privacy and the impartiality of the proceedings.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The conduct of prosecutors in relation to the media and in public space is regulated by **Law No. 3/2016 on the Prosecutor's Office**, **the Code of Ethics of Prosecutors**, the criminal procedural norms regarding the confidentiality of criminal prosecution, the legislation on the protection of personal data and institutional communication policies.
The relevant principles are legality, impartiality, independence, integrity, responsibility, prudence in public expression, dignity of office, protection of the presumption of innocence, respect for private life, protection of personal data and confidentiality of information in criminal cases.
According to art. 3 par. (7) of Law no. 3/2016 , the prosecutor is obliged, through his entire activity, to ensure the supremacy of the law, to respect the rights and freedoms of persons, their equality before the law, to ensure non-discriminatory legal treatment, to comply with the Code of Ethics of Prosecutors and to participate in continuous professional training. This general obligation applies also to public conduct and communication in relation to the media.
The Code of Ethics for Prosecutors develops these standards and imposes on prosecutors the obligation to maintain impartiality, to avoid statements that may suggest a bias towards guilt, not to damage the image of the Prosecutor's Office and to exercise restraint in public communication. In their relations with the media, the prosecutor must take into account the fact that public trust in the institution is essential, and informing the public must be carried out without prejudice to investigations, the rights of the persons concerned or the prestige of the profession.
With regard to social media, the current ethical framework generally applies to online communication. Prosecutors should avoid posting, distributing or commenting on messages,

images, recordings or opinions that may compromise the status of a prosecutor, create the appearance of a lack of impartiality, harm the image of the institution or be interpreted as political positions or comments on pending cases. However, the existing framework does not yet contain sufficiently detailed and explicit regulation on the individual conduct of prosecutors on social platforms.

19. Please indicate any existing concerns or issues related to the regulation of relations between prosecutors and the media, including social media. What should be done or is being done to address these challenges?

The main concerns are maintaining a fair balance between institutional transparency and protecting criminal prosecution, as well as adapting rules of conduct to the realities of digital communication.

In high-profile cases, the Prosecutor's Office must respond promptly to the legitimate interest of society, but without disclosing confidential information, without affecting the presumption of innocence, and without creating public pressure on the courts or prosecutors handling the cases. This balance is particularly difficult in cases involving corruption, organized crime, high-ranking officials, or other high-profile subjects.

Another concern is the lack of sufficiently detailed rules on the use of social media by prosecutors in their personal capacity. The risks include commenting on pending cases, sharing unverified information, interacting with political messages, reacting to public attacks, publishing images or opinions incompatible with the status of the position, and the possibility of compromising the appearance of impartiality.

Crisis communication also requires clearer rules. In the absence of detailed protocols, delays in institutional response, inconsistent messaging, or difficulties in countering disinformation and reputational attacks against prosecutors may occur.

To address these challenges, the following measures are necessary:

1. updating the Code of Ethics for Prosecutors by including explicit rules regarding conduct on social networks;
2. establishing crisis communication protocols for highly publicized cases;
3. training prosecutors and communication staff in the field of public communication, data protection, presumption of innocence and response to disinformation;
4. strengthening the capacity of the Information and Media Communication Directorate to ensure rapid, coordinated and legally correct reactions;
5. developing rules regarding the use of professional platforms and personal accounts of prosecutors, including in relation to political expressions and comments on pending cases.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor in your country digitalized or is it based on the use of modern technologies? Has the digitalization of the work of prosecutors replaced the traditional paper-based approach or only complemented it?

The activity of the Prosecutor's Office of the Republic of Moldova is in a process of digitalization, but this has not fully replaced the traditional paper-based approach. Currently, the activity of prosecutors is carried out in a hybrid regime, in which digital tools complement the classic circuit of documents and files on physical support.

Criminal cases are still processed on paper, and the files are sent to the courts in this format. In parallel, data and some procedural documents are entered into the information systems used by the Prosecutor's Office, including the *SIA "Criminal Investigation: E-file" ,* which allows for the electronic management of information related to criminal prosecution. The system is used internally, but has not yet produced a complete transition to the electronic criminal file.

Digitalization was established as an institutional priority, being oriented towards the development of IT platforms and systems, their interconnection, increasing the accessibility, security and resilience of internal processes. At the same time, in 2024, the Concept of the Information System *"e-Dosar: Electronic Management of Criminal/Misdemeanor Cases" was approved* , by Government Decision no. 714/2024, which aims to create an inter-institutional mechanism for electronic case management between the police, prosecutor's office, courts and other competent authorities.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Automated Information System (AIS) Criminal Investigation: E-dosar (e-file) is the main platform for electronic management of criminal cases at the internal level of the Prosecutor's Office. It allows the registration , tracking , storage and hierarchical access to information from criminal files in electronic format, reducing duplicates and improving the traceability of cases.
The e-File: Electronic Management of Criminal/ Misdemeanor Cases (e-File: GECPC) information system , whose Concept was approved by Government Decision no. 714/2024, is currently being implemented. It will allow the creation, storage and full transfer of procedural documents in electronic format between the police, the prosecutor's office, the courts and other authorities , through the MConnect government interoperability platform .
Anticorruption Prosecutor's Office uses IBM I2 Analyst Notebook, an advanced network analysis and visualization tool for complex financial data in corruption and money laundering investigations . This feature allows the identification of links between entities , accounts, transactions and individuals in complex cases with large volumes of data.
The Prosecutor General's Office is connected to the government electronic payment service MPay since 09.12.2024, facilitating digital financial transactions . Videoconferencing is used in international legal assistance procedures and in relations with European partner institutions , especially Eurojust (the status of the liaison prosecutor at Eurojust was regulated by the amendments to Law no. 3/2016 in 2025, according to the CSP opinion, CSP Report 2025, chap. II).
The CSP proposed in 2025 the creation of the e-Disciplinary and e-Career software systems (priority recorded in the CSP 2025 Report, chap. I and chap. XII), which will digitalize the management of the professional career of prosecutors and disciplinary procedures. These systems are not yet operational , their implementation being one of the priorities for 2026.
Regarding artificial intelligence, no institutionalized, publicly assumed uses of AI in the procedural activity of prosecutors have been identified. For this reason, the use of artificial intelligence should be mentioned cautiously, as a possible future direction of development, not as an already generalized tool in the work of the Prosecutor's Office.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being done to address these challenges?

- The coexistence of paper and electronic documents (hybrid regime) generates double administrative burdens and reduces operational efficiency .
- existing information systems (SIA Criminal Investigation , InfoPG , eAdministration , e-Contraventional File) with limited interoperability - the problem identified by the Court of Accounts through Decision no. 45/2022 on the audit of the performance of information systems in the public sector.

– The implementation of the GECPC e-File is underway, but it has not yet become fully operational , the pilot phase is to be completed.
– Inhomogeneous IT infrastructure between prosecutors' offices (General Prosecutor's Office, PA, PCCOCS) and territorial ones, with significant differences in technical equipment and IT capacity.
– Dependence on IT systems with expensive licenses (IBM I2 Analyst Notebook) available only at the central level, without access at the territorial level.
– The e-Disciplinary and e-Career systems, necessary for the transparency of human resources management, are not yet in place. operational .

As remedial measures, the Prosecutor's Office's Action Plan for 2026 includes the implementation of the National Cybersecurity Program 2026-2030 (GD no. 821/2025) and the continuation of the priority digitalization of operational processes . The CSP PDS 2025-2029 provides for the creation and operationalization of the e-Disciplinary and e-Career systems as a strategic objective.

VII. Ensuring specialized training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- ***combatting specific forms of crime,***
- ***or in organisational matters, such as training on management,***
- ***international co-operation,***
- ***public relations, and/or;***
- ***technological developments.***

The training of prosecutors in the Republic of Moldova includes both initial and continuous training, with general and specialized components. The legal framework is established by art. 32 of Law no. 3/2016 on the Prosecutor's Office, which regulates the professional training of prosecutors, including the obligation of continuous training.

Initial training is provided by the National Institute of Justice, and continuous training is mandatory for prosecutors in office. According to art. 32 paragraph (3) of Law no. 3/2016, prosecutors participate annually in at least 40 hours of continuous professional training. At the same time, art. 32 paragraph (4) provides that continuous training must take into account the need for prosecutors to specialize, and art. 32 paragraph (6) establishes that, when developing training programs and topics, the suggestions and individual needs of prosecutors are taken into account.

The Superior Council of Prosecutors has an important institutional role in this process. According to art. 70 par. (1) letter l) of Law no. 3/2016, the SPC examines and formulates opinions on teaching programs and curricula. Also, according to art. 7 par. (2) letter h), in conjunction with par. (5) of Law no. 152/2006 on the National Institute of Justice, continuous training plans are approved annually by the Council of the National Institute of Justice with the mandatory consultation of the Superior Council of Prosecutors. Thus, the SPC contributes to identifying the needs of the Prosecutor's Office system and to orienting training topics towards areas relevant to the activity of prosecutors.

In substantive matters, training programs include topics on combating specific forms of crime, such as corruption, organized crime, money laundering, human trafficking, cybercrime, economic crimes, environmental crimes, crimes against life and health of the person, crimes related to sexual life, crimes against the family and minors, torture, inhuman or degrading treatment, as well as the recovery of criminal assets and extended confiscation.

In organizational matters, training aims at or requires consolidation in areas such as human resources management, strategic planning, leadership , international cooperation, public

communication, relations with litigants and the media, writing and arguing procedural documents, use of information technologies, electronic file management, data analysis, personal data protection and responsible use of digital tools.
Furthermore, training topics are updated according to legislative, jurisprudential and institutional developments, as well as the needs expressed by the professional body. In this sense, training programs aim not only to consolidate legal knowledge, but also to develop practical, managerial and technological skills necessary in a constantly changing legal environment.
Therefore, specialized training of prosecutors is provided for by law and is integrated into the system of continuous professional training, being carried out through cooperation between the National Institute of Justice, the Superior Council of Prosecutors, the Prosecutor General's Office and, where appropriate, development partners. However, given the rapid evolution of forms of crime and technologies used in the criminal process, these programs must be constantly updated and increasingly oriented towards practical and interdisciplinary training.

24. Does such specialized training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?
Specialized training **partially responds** to the needs generated by new forms of crime.
The Prosecutor's Office's report for 2025 confirms that the institution's activity targeted complex criminal areas, such as *corruption, money laundering, human trafficking, illicit drug trafficking, cybercrime and economic crimes* , which justifies the need for continuous specialized training.
At the same time, the report shows that continuous professional training is carried out mainly through the National Institute of Justice, being oriented towards deepening the domestic legislation, international acts and national and international jurisprudence. In 2025, 300 courses, round tables and seminars were organized with the participation of prosecutors from all structural subdivisions, as well as 70 seminars organized by the NIJ jointly with the Prosecutor General's Office for prosecutor consultants.
In essence, the training covers areas relevant to emerging crime, including cybercrime, human trafficking, parallel financial investigations, asset recovery and international cooperation. The report indicates, for example, that 269 **parallel** financial investigations were initiated in 2025 , compared to 127 in 2024, including in cases related to drug trafficking, money laundering, corruption and human trafficking, demonstrating the growing need for specialized skills in financial flow analysis and asset recovery.
The report also highlights the complexity of the phenomenon of human trafficking, including its migration to more hidden forms, such as online, informal brokering and transnational exploitation. This confirms the need for specialized training on investigating cases with vulnerable victims, digital evidence and cross-border cooperation.
Therefore, specialized training is relevant and covers an important part of current needs, but it needs to be strengthened in areas such as *cybercrime, electronic evidence, crypto -assets, financial analysis, disinformation, foreign interference and environmental crimes* . These trainings need to be extended more evenly to the level of territorial prosecutors, not just specialized prosecutors.

25. Please indicate any existing concerns or issues related to the specialized training available to prosecutors. In a constantly evolving legal environment, what should be done or is being done to address these challenges?
Specialized training for prosecutors is functional, but requires continuous consolidation to respond to rapid changes in the criminal, technological and regulatory environment.
The main concerns are:
1. High workload and staff shortages , which may limit the effective participation of prosecutors in training, especially in territorial prosecutors' offices.

2. The need for constant updating of topics , in relation to new forms of crime, including cybercrime, online fraud, crypto -assets, money laundering, digitally facilitated human trafficking and cross-border crime.
3. The need to expand access to specialized training for territorial prosecutors' offices , not just for specialized prosecutors' offices or central structures.

Action Plan of the Prosecutor's Office for 2026 provides for the coordination and implementation of external assistance projects, which will include the continuation of training projects financed by international partners . Action no. 3 provides for the development of proposals to amend Law no. 3/2016 in accordance with European professional standards, including the training framework. The SSP PDS of the CSP 2025-2029 establishes as an objective the contribution to the professional training process of candidates for the position of prosecutor and of prosecutors in office , with concrete actions in the implementation plan. In the context of European integration , the Prosecutor's Office participates in the European Judicial Network (EJN) and in the Eurojust cooperation mechanisms , which provide access to European training programs.

We remain available for any further clarifications and thank you in advance for your continued cooperation.

Netherlands/Pays-Bas

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

Yes the protection and security of prosecutors is regulated. The aim of the surveillance and security system is to prevent (terrorist) attacks on persons, property and services.
In the protection of persons, the prevention of serious violations of physical integrity is central. In this regard, the interests of investigation and prosecution and of surveillance and security are of equal importance. To this end, the authorities (NCTV, chief public prosecutors and mayors), the intelligence and security services, the police, the Royal Netherlands Marechaussee (KMar) and administrative organisations work together to ensure that persons, objects and services, despite threats and risks, can function as safely and undisturbed as possible. The system sets out how decisions on security measures are made on the basis of information regarding threats and risks.

In addition, there are security measures in place that facilitate the anonymity of public prosecutors in serious organized crime cases. The guiding principle remains that the public prosecutor handles outside of anonymity and is visible to the public. However, due to threats or the possibility of serious threats, it is possible to work by a reference number and not being publicly visible during a court hearing. To use this measure our Board of Prosecutors-General has to approve this.

A little history of the concealment of prosecutors during a trial: The Judiciary's Press Guidelines (2013) state that professional
participants in legal proceedings, such as judges, public prosecutors and solicitors, do not attend a hearing as private individuals, but always in their official capacity. Threats directed at, amongst others, prosecutors have shown that the (criminal) outside world does not make this distinction in a number of cases involving the undermining of the justice system. For this reason, there is a need and necessity for security measures relating to the recognisability of public prosecutors and advocates-general in
criminal cases, in both the investigation and prosecution phases. The principle of open hearings remains. The president of the court and the Chief Prosecutor discuss if the prosecutor is concealded.

Furthermore, the PPS uses a procedure called the dilution process. In this procedure, certain measures can be used to make it difficult to know which prosecutor is the prosecutor working on a certain case. 'Dilution' refers to the practice whereby documents are signed by a different prosecutor each time. These measures can be used with the consent of the competent Chief Prosecutor.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

This depends on the level of security and the type of security (information or personal security). The surveillance and security system forms part of the range of measures designed to deal

effectively with threats. In principle, threats must be eliminated through a combination of prevention, the maintenance of public order, investigation and prosecution. Security measures are therefore intended as a temporary measure until the threat has been removed. Examples are the protection of their car license, protection of their living situation, camera's, 24/7 surveillance and in the most extreme cases a safe house for instance.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

Yes see above.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

On 1 March 2023 the Dutch Safety Board (OvV) conducted an investigation into the lessons that can be learned from the security arrangements for three individuals who were murdered despite of protection and security measures. The three individuals were the key witness's brother, lawyer and confidant in the Marengo trial. The OvV presented its findings in a report. The government's response to this report marked the start of a transition from a system of guarding and security to a system of personal security as explained in the questions above.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Yes, the well-being of our prosecutors is of the utmost importance. We have different departments that work for the well-being of the prosecutors. There is an infographic on the security and resilience of the prosecutors. In this infographic one can find advise on how to handle certain situations and what facilities are available. The different levels are; manager, colleague support team, mental check-ups, confidential advisor, company doctor, security coordinator and social workers. The answer to this questions is going to be too extensive if every level would be explained.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

As mentioned before we have an extensive infographic and guidelines on this topic.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Yes, see also the answers above.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

In general, the work load for the prosecutors is extremely high and prosecutors are very work driven people. The fact that our ICT is not up to date does not help. There is always an active conversation about this topic to address this challenge.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

There is a Collective Labour Agreement (CLA) of the judiciary (prosecutors and judges) in which the remuneration and other aspects are laid down. The Netherlands is a small country and the travelling distances are short which means that the prosecutors can live wherever they want and work at the closest office.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Yes the prosecutorial profession is highly respected.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

The ICT services do not adhere to the expected level of professionalism which hinders the work of a prosecutor.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The Netherlands PPS is led by the board of Prosecutors-General. Furthermore, there are three national offices who treat cases at the national level.

There are 10 district in the Netherlands. The Public Prosecution Service has an office in every district. Each of these offices is under the authority of a chief public prosecutor, who ensures that the policy of the Public Prosecution Service is implemented in his district. There is a clear and transparent division of responsibilities between the national and district offices and the different levels of management.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

As mentioned above, the Chief Public Prosecutor is concerned with such issues. In the NPPS we have a lot of tasks that are delegated from the highest levels of the PPS.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Under Article 44 of the Wrra[2], prosecutors are required to notify their manager of any secondary employment. Any intention to take up secondary employment must also be reported immediately. The manager will assess the secondary employment.

While there is no general obligation for civil servants to declare secondary activities they undertake, it is strongly advised that they always do so.

Engaging in political activities can also be a secondary employment but it is inherent to the work of a prosecutor that they assess cases with personal political influences. There is a public register in which people can search for the secondary employment of all prosecutors (and judges).

Generally, an active role in politics will not be compatible with the work of a prosecutor.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

In the recent years we have increased the training of new prosecutors due to the shortage earlier. Our shortage is becoming less and less.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

There are specialised departments for communication within the NPPS and prosecutors who specialise in addressing the press.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

As answered above all communication with the press and media is centralised at a department of communication. Sometimes a prosecutors of the case can respond to the media but the answers will be coordinated within the NPPS. However, we prefer that a prosecutor with no direct links to the prosecution of the case is the 'face' to protect the actual prosecutors working on that case. The NPPS carefully selects as to which media platforms we participate on and which questions we answer. Our prosecutors-general also have a certain media present.

[2] Wet rechtspositie rechterlijke ambtenaren

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

Yes, there are guidelines from our security department on the private use of social media (focusses on privacy and security) as well as a social media team at the Head Office which advise and collaborate with employers for business accounts on social media.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

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VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Traditional paper-based work is becoming less and less. One could say that digitalisation has replaced the traditional work. All essential parts (and more) is available digitally.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

As prosecution service we in general work a lot with online tools. This is more efficient than working on paper but also addresses other issues such as security of those tools. Furthermore, the rise of the use of AI in the business world provides us with the same question, in what ways can we proactively use AI. For the Netherlands public prosecution service, the answer to that question is still being discussed.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

We believe that in general the whole of society is struggling with the modern technological developments and the speed with which they arise.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Generally all topics mentioned above are covered by our training programmes. We have a training institution, see question below. In addition, at the prosecution service, prosecutors and staff provide each other with seminars on different topics and expertise.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

In the Netherlands we have the training institute for judiciary and prosecution known as SSR. Since its establishment in 1960, SSR has been the joint training institute of the Dutch judicial system and the Public Prosecution Service, operating independently from the Ministry of Justice. The unique training offer of SSR is that we are using the cases and experience within the Judiciary and the Public Prosecution Service. Many of our teachers work within the judicial system or are attached to a university and thus combine academic knowledge with daily practice.
SSR contributes to a well-trained organization of courts and the legal unity within the Netherlands. In addition, SSR is active internationally. Including as co-founder of the European Judicial Training Network (EJTN), which promotes and facilitates the development, training and exchange of knowledge and skills of the judiciary in the European Union.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

It is important that the training is constantly reviewed to fit the current challenges.

North Macedonia/Macédoine du Nord

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

1.The protection and security of prosecutors and their families is regulated in the Law on Public Prosecutors Office. It is considered as one of the special rights of the public prosecutors in the performance of their duties. Whenever there are serious reasons for their safety, in cases of direct threats to their life, family or property, due to their work, the Ministry of Internal Affairs may assign personal security, upon request of the superior public prosecutor. This can occur when conducting cases of organized crime, murder cases, terrorism cases or high-level corruption. The facilities of the Public Prosecutor's Offices themselves are also under constant security (by police) to enable the secure performance of their function.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

2. Regarding examples of practical measures available to ensure protection and security of prosecutors, and whether they promote privacy rights and digital security for prosecutors, there are several aspects:
When public prosecutors or their families are subjected to violence or threat of violence, or are harassed, persecuted, intimidated or coerced in any way, or are subjected to any type of inappropriate supervision, they are provided with: protection measures to prevent recurrence of incidents, they can file criminal charges, they are entitled to compensation for harm or injury personal, or to their family, that resulted from an attack by a person whose motive is related to the work of the public prosecutor.
The digital protection of prosecutors in R.N.Macedonia covers several aspects aimed at protecting their work, data and privacy, in the process of digitalization of the judiciary.
In order to protect the integrity of investigations, the Public Prosecution Office is working on implementation of new software solutions for secure electronic archiving and distribution of cases.
Prosecutors are obliged to protect the privacy of citizens, but at the same time mechanisms should be developed to protect their official data from unauthorized access through digitization projects.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

3. Yes, there are specific training in place that promote the safety and security of prosecutors. The Academy for Judges and Public Prosecutors conducts certain trainings on dealing with safety and security of prosecutors, also cybercrime and protecting of electronic evidence, and similar topics.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

4. Regarding the existing concerns related to available measures to ensure protection and security od prosecutors, there are several: Prosecutors are often exposed to harassment via social media, intimidation or verbal attacks in order to obstruct justice, which lead to a demand for use of protective measures. The main challenges remain in the area of digital protection, the lack of IT staff in prosecutors' offices and the need for further upgrading with modern equipment. Ensuring the protection and security of public prosecutors is essential for the rule of law, especially in the fight against organized crime and corruption.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

5.The well-being of the public prosecutors is an important issue for the quality and efficiency of their work. The public prosecutors well-being is primarily the responsibility of the Public prosecution offices and the Council of Public Prosecutors. The Public Prosecutor of the Republic of North Macedonia, as the head, is responsible for the general conditions regarding the organization and provision of appropriate working conditions in all prosecutors' offices. The funds for the work of the Public Prosecutor's Office are provided from the Budget of the Republic of North Macedonia. The material resources, equipment and other working conditions of the public prosecution offices are provided by the Government of the Republic of North Macedonia. The Council of Public Prosecutors guarantees the independence of prosecutors and takes care of their professional status and integrity. The Association of Public Prosecutors as a professional association, plays an important role in advocating for better conditions, protection of the health and mental well-being of the public prosecutors.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

6. In the Republic of North Macedonia the protection and well-being of public prosecutors are regulated through several key laws. The Law on the Public Prosecution Office guarantees the independence of prosecutors and stipulates that they may not be held accountable for opinions given in making decisions, which is the basis for mental and professional security. The Law on the Council of Public Prosecutors prescribes that the Council is the body that directly protects their position, protects them from external pressures and ensures their advancement based on objective criteria. The Association of Public Prosecutors - through its Statute, works to protect the professional integrity and social status of its members. All of the provisions are directed towards prosecutors being able to perform their duties without intimidation and with appropriate working conditions.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

7.Prosecutors receive certain specialized training through the Academy for Judges and Public Prosecutors that address challenges related to their professional well-being, such as stress, burnout, negative effects of traumatic cases, heavy workloads etc.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

8. There are obvious concerns regarding the well-being of prosecutors, in terms of burnout, stress, on call demands, heavy caseloads, exposure to traumatic evidence and details, interactions with victims, that lead to emotional exhaustion. Offices should start implementing specific policies and offer counseling or wellness training on recognizing signs of stress and trauma. Also ensuring adequate staffing and distribution of case load is needed to prevent chronic overworking of prosecutors.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

9. Remuneration is important to the function of prosecutors, because it influences their independence, reduces the likelihood of corruption, and is essential for maintaining integrity. The salaries of the public prosecutors align with those of judges, they both work under similar conditions and are subject to the same ethical duties to ensure fairness and justice. There are certain disparities of the cost of living between the capital city and the other cities in RNM, but the salaries varies depending on the level of jurisdiction of each office.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

10. The prosecutorial profession is respected in my country and it does attract some the best legal professionals. But also, there are other legal experts or attorneys of law that are also highly ranked and respected in their field of expertise.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

11. The most pressing concerns related to working conditions of prosecutors, managing the work load and enhancing respect for the prosecutorial profession are the following: Prosecutors are facing pressure from high caseloads, complex digital evidence, and public and media stress. There is a chronic shortage of support staff, assistants, investigators, IT professionals, which increases the burden on prosecutors. Apart from working conditions, having adequate training is a key to enable professional strength and competence.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

12. The Public Prosecutor's Office of the RNM, has a system that is designed with a clear structure, regarding division of responsibilities and management roles. The prosecution service operates under a clear, hierarchical, and subordinate structure, defined by law. Responsibilities are divided among the Public Prosecutor of the Republic of North Macedonia, Higher Public Prosecutors, and Basic Public Prosecutors. In offices with a high workload, specialized departments are formed to improve efficiency, managed by a public prosecutor. The Basic Public Prosecutor's Office for Prosecuting Organized Crime and Corruption functions with specific, enhanced authority, with its head elected directly by colleagues, strengthening independent management. Prosecutors are entrusted with significant powers to manage cases, direct pre-trial procedures, and represent indictments. The Public Prosecutors of each Public prosecutor’s office issue an Annual Work Schedule for the management of the workload. While possessing authority, prosecutors are accountable to higher prosecutors and the Council of Public Prosecutors. The Public Prosecutor of the RNM is accountable to the Parliament of RNM. While a new case management system for the prosecution service is still under development, the current framework aims for specialized, assigned work.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

13. Regarding measures that are undertaken to avoid possible disproportions levels and responsibilities and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution office, the most significant ones are the following:
In North Macedonia, the distribution of responsibilities in public prosecution offices is regulated in order to avoid overloading and ensure fairness, especially for those in management positions. Public prosecutors who perform management role have a reduced workload, with specific type of cases. This allows them to focus on management, supervision and administrative tasks without neglecting the quality of investigation and trial cases. The system is programmed to take into account the current workload of each prosecutor. There are ongoing reforms that include upgrading the digital tools for case management to provide accurate data on workload distribution.
Each prosecutor’s office adopts an annual schedule that precisely defines the tasks. This plan is subject to control by the higher prosecutor’s office to verify that responsibilities are realistically

assigned. Collegiums are held for larger decisions and organizational issues. This serves as an internal corrective where prosecutors can point out possible imbalances in the work.
The Republic Public Prosecutor and the Council of Public Prosecutors conduct periodic audits of the work. If it is determined that the management structure is inefficient or that the burden is unfairly distributed, mandatory instructions for reorganization can be issued. Despite these measures, challenges such as a limited number of active staff and delays in implementing the HR strategy have occasionally affected the efficiency of the workload.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

14. Yes, in Republic of North Macedonia, professional standards are established to promote impartiality and objectivity within the Public Prosecutor's Office, including its management, largely dictated by the Law on the Public Prosecutor's Office and the Code of Ethics. These regulations include strict prohibitions against political activities for prosecutors, ensuring they perform their duties independently of political parties.
The Law on the Public Prosecutor's Office requires that prosecutors act lawfully, impartially, and objectively, ensuring equality for all citizens regardless of political, racial, or social background. Public prosecutors are governed by a Code of Ethics, which mandates high standards of integrity, both in their professional and private lives, to maintain trust in the institution. While the Prosecutor's Office operates on principles of hierarchy and subordination, the law dictates that this structure cannot hinder the individual independence and accountability of prosecutors. The function of a public prosecutor is explicitly incompatible with membership in a political party or participation in political activities. Any form of political organizing or action is strictly prohibited within the Public Prosecutor's Offices.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

15. Regarding concerns to ensure efficient management of the prosecution service and what should be done to address those challenges, the situation is following: North Macedonia is actively working to address challenges in the management of its prosecution service, to enhance efficiency, accountability, and independence, particularly to meet EU standards for accession. Key concerns revolve around low public trust, political interference, limited financial resources, and slow digitalization.
The government is implementing a new strategy focusing on enhancing the professionalism and independence of the judiciary and prosecution. Efforts are ongoing to fill vacant positions based on new human resources strategies, and a new case management system is being developed to improve efficiency.
The Council of Public Prosecutors is working to enhance the transparency of its decisions and strengthen accountability mechanisms. The government is preparing to update the Law on the Public Prosecutor's Office to strengthen the independence of public prosecutors and improve career promotion pathways.
North Macedonia must ensure financial autonomy for the prosecution by providing adequate resources. Further actions include improving the accountability of the Council of Public Prosecutors through transparent selection criteria and increasing the speed of digital transformation to reduce case delays.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

16. Regarding the interactions and relations between the prosecutors and the media, regulated in the prosecution service and whether there is a special press orifice in place for that purpose, the situation is following: In Republic of North Macedonia the interactions between prosecutors and the media are governed by the Law on Public Prosecution Office which mandates transparency, while protecting the confidentiality of ongoing investigations. The prosecution informs the public about cases of wider general interest, especially those concerning the prosecution of organized crime and corruption. The Public Prosecutor's Office of the Republic of North Macedonia has a dedicated Public Relations Office that serves as the central point for media interaction. Information is typically provided by the Chief Public Prosecutor, or authorized public prosecutors to ensure accuracy and compliance with ethical standards. The specialized press office provides announcements, organizes events, publishes reports, and handles requests for information. While the system emphasizes transparency, the law allows prosecutors to refuse the disclosure of information that could jeopardize investigation confidentiality. Special attention is given to informing the public about high-level corruption and organized crime cases, often managed by the Basic Public Prosecutor's Office for Prosecuting Organized Crime and Corruption.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

17.In Republic of North Macedonia, according to the Law on Public Prosecution, the senior management of the public prosecution service holds central responsibility for managing media relations in high-profile cases, with a strong emphasis on transparency, regarding cases that generate significant public interest. For cases drawing particular public attention, senior management ensures that the public is informed about ongoing proceedings, particularly when the case has wider general interest or is important for maintaining public trust. Specialized prosecutors are assigned within the Basic Public Prosecutor's Office in Skopje to coordinate investigations into attacks on journalists, representing a proactive management approach to specific, high-attention cases.
While authorized individuals (spokespersons) are the primary contact, the law allows for ordinary prosecutors, to provide information to the media. In practice, journalists may directly communicate with the specific prosecutor handling a case for information in person, in front of a camera. Prosecutors are restricted from releasing data that could undermine investigation confidentiality, infringe upon personal dignity or private life, or violate the presumption of innocence. There is a push to improve transparency, with some prosecutors calling for more frequent briefings and greater openness with reporters to increase public trust.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

18. Regarding the ethical codes or legal regulations governing prosecutor conduct of media including social media and the legal basis of these rules, the situation is following: In the

Republic of North Macedonia, the conduct of public prosecutors regarding the media and social media is governed by a combination of legal regulations, ethical codes, and guidelines designed to ensure transparency, while preserving the presumption of innocence and investigation confidentiality. These rules are focused on navigating the digital space, including social media usage. The primary legal basis for prosecutor conduct in the media includes: Law on Public Prosecution, Law on the Council of Public Prosecutors, Law on Criminal Procedure, Constitution of the Republic of North Macedonia and Code of Ethics for Public Prosecutors.
The Code of ethics mandates prosecutors to act with dignity, independence, and impartiality, both in and out of the courtroom. Prosecutors must ensure that their communication with media does not distort the investigation or prejudice the case. They are obliged to protect the privacy of victims and witnesses. Public prosecutors are encouraged to provide better access to information while maintaining professional standards.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

19. Existing concerns in North Macedonia regarding the regulation of relations between prosecutors and the media, including social media, are centered on ensuring transparency, while protecting the presumption of innocence, combating disinformation, and managing the safety of journalists. In 2024–2026, the digital environment has had challenges relating to online harassment of journalists and the need for prosecutors to handle electronic evidence and public communication, responsibly. A high number of attacks on journalists, including online harassment and threats on social media, often end with impunity. Threats, such as those on Facebook against media workers, require rapid and effective prosecution. Social media is often used for spreading disinformation, inciting violence and targeting journalists with hate speech, sexism, and misogyny, specifically targeting independent investigative reporting. There is also tension between the public's right to information and the need to protect the confidentiality of ongoing investigations, particularly in high-level corruption cases.
That’s why there is a need for establishing clear, binding guidelines for prosecutors regarding communication with the media, with specific focus on social media and the restriction of sensitive information to protect the presumption of innocence. Prosecutors and law enforcement need training on digital evidence collection, social media forensics, and how to handle crimes committed via social media. Prosecution services should increase their proactive approach, providing regular updates to the public and media on key cases through trusted channels (official website) to combat false information.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

20. Digitalization in the work of prosecutors in the Republic of North Macedonia is an ongoing process that is shifting away from traditional paper-based methods, though it is not yet fully electronic, with modernization efforts, facing challenges related to infrastructure and budget. The transition is prioritized, with significant developments aiming to make the prosecutor's office more reliant on digital technologies for case management and international legal assistance. Digital forensics is becoming increasingly critical in the investigation of cybercrime, organized crime, and financial crime. Despite progress, outdated infrastructure and limited

financial resources hinder the full transition to a paperless environment. The Public Prosecutor's Office is focusing on a new, modern electronic management system that aims to automate processes, improve the flow of information, and digitize archives. The goal is to fully embrace e-justice tools for higher accountability and efficiency.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

21. Examples how digitalization has impacted the work of prosecutors: Digitalization has significantly transformed the work of public prosecutors in the Republic of North Macedonia aimed at increasing the efficiency of criminal procedures, reducing paper dependency, and improving data accuracy. Key impacts include the shift toward electronic case management, digital evidence handling, and the adoption of modern IT infrastructure. Electronic documents and digital evidence are now recognized as having equal legal standing to paper documents, allowing prosecutors to work with digital evidence in courts. Efforts are ongoing to connect prosecutor offices with other law enforcement agencies (e.g., Ministry of Interior) to allow immediate access to data, reducing the need for formal, slow paper requests.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

22. Concerns regarding the use of modern technology by prosecutors in the Republic of North Macedonia center on the uneven development of legal frameworks, limited technical capacity, and a need to catch up with rapid advancements in digital crime. While legislative modernization exists, implementation often lacks behind, creating problems in investigating cyber crime and managing digital evidence. There is a lack of specialized training in digital forensics, preventing effective collection and analysis of digital evidence. Challenges exist in ensuring that electronically stored information is properly acquired, stored, and presented in compliance with legal standards. Coordination between various law enforcement agencies and the prosecution office is not always strong, impacting the speed of investigation. Despite efforts, IT systems in the judiciary are often outdated, hindering efficient case management and forensic analysis.
To enhance the capacity of prosecutors, the following actions are recommended: implementing training for prosecutors and judicial staff on digital forensics, identifying electronic evidence, and managing digital evidence throughout the criminal process. Developing specialized prosecutors who focus exclusively on cybercrime and digital forensics. Investing in modern digital forensic systems and software to allow for efficient analysis of data. Ensuring that digital tools for case management and communication are secure and transparent to prevent and manage potential abuses of the system.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

23. Training programs in RNM include specialized training in all of the mentioned areas: combating specific forms of crime, training on management, international cooperation, public relation, and technological development.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

24. Specialized training in North Macedonia has focused on equipping prosecutors to handle new and developing forms of criminality, particularly in the areas of organized crime, cyber-enabled financial crimes, and human trafficking. The training, heavily supported by international partners like UNODC and OPDAT, emphasizes proactive investigations, digital evidence, and asset recovery. Key focus areas of specialized training in North Macedonia include: cryptocurrency, money laundering, high-level transnational organized crime, trafficking cases, with a focus on migrant protection, low-level corruption, domestic violence and femicide, EU legal frameworks for AI and personal data protection in prosecutorial practice, arms trafficking and organized crime. These initiatives aim to improve the efficiency and professionalism of the public prosecutor's office, addressing the need for specialized knowledge in response to evolving criminal trends.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

25. Specialized training for prosecutors in the Republic of North Macedonia faces challenges primarily driven by a rapidly evolving legal environment, including the need to align with EU standards, the rise of digital crime, and limited human resources. To overcome these, the Academy for Judges and Public Prosecutors is intensifying, in collaboration with international partners, its focus on specialized, ongoing training.
Digital protection of prosecutors is also being addressed through TAIEX workshops focusing on personal data protection and cybercrime investigation techniques. Continuous legal amendments, particularly those aimed at EU accession, require rapid adaptation, creating challenges in keeping training materials current.
Specialized training is provided on digital forensics, enabling prosecutors to secure, analyze, and present electronic evidence in court. Training also focuses on how to handle the misuse of personal data and protect the privacy of victims and staff in the digital space. The focus remains on continuing this specialization and ensuring that the digital skills of prosecutors keep pace with the increasing reliance on electronic evidence in criminal cases.

Poland/Pologne

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

In Poland, the protection and safety of prosecutors are ensured by national rules governing the organisation and functioning of the prosecutor’s office, criminal rules, as well as internal organisational measures and cooperation with law enforcement authorities.
Where a threat to the public prosecutor or, where necessary, his or her family members is identified, the competent authorities, in particular the police, may take appropriate precautionary measures. These measures shall be applied on a case-by-case basis depending on the level of risk and circumstances.
In practice, protective measures may include physical protection, namely personal protection by the police, monitoring of the workplace and residence, convoys and security during hearings. This protection is also supported by procedural measures, for example the possibility of excluding the publicity of sessions. These measures are particularly relevant in serious or organised crime cases or in cases of high public interest.
The decision to grant personal protection is the result of cooperation between the prosecutor's office and the police. The request for protection is sent to the Police by the superior at the request of the prosecutor who reported the threat, or by the management of the prosecutor's office after an analysis of the level of threat.The decision to grant personal protection is taken by the Police after the , risk assessment has been carried out, determining its scope (whether it is, for example, permanent protection, emergency, patrol) and duration.
Protection also includes safeguards relating to the protection of personal data and the security of the information systems used by the public prosecutor’s office.
Security issues are also addressed in the professional training programmes for prosecutors.
In recent years, particular attention has been paid to threats occurring in the digital environment, including harassment or threats addressed to prosecutors via the Internet and social media.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

The well-being of prosecutors is considered to be an important factor influencing the quality and efficiency of prosecutors' work and the proper functioning of the justice system.
Within the prosecution service, organisational measures to support the well-being of prosecutors include efforts to manage workload and improve working conditions.
In particularly demanding or stressful situations, prosecutors may have access to psychological support. Vocational training is organised also with elements related to stress management and professional resilience.
Despite these measures, prosecutors may face significant workload and pressure due to the complexity and number of criminal cases. Continued organisational efforts remain important to address these challenges.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

The remuneration of public prosecutors in Poland is determined in accordance with the rules laid down in the Law on the Public Prosecutor's Office and is essentially comparable to the remuneration of judges. The remuneration system is linked to the national average wage.
The profession of prosecutor continues to play an important role in the justice system and attracts qualified lawyers.
At the same time, the increasing workload and complexity of criminal proceedings pose continuous challenges. Efforts to address these issues include organisational improvements in prosecutors' offices and strengthening administrative support.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The Public Prosecutor's Office in Poland operates within a hierarchical organisational structure with clearly defined competences at different levels.
Prosecutors in managerial positions are responsible for the organisation of the work of the prosecution service, including the allocation of cases and the supervision of proceedings. Internal organisational rules govern the division of cases between prosecutors.
Prosecutors are bound by professional and ethical standards emphasizing impartiality, objectivity and professionalism. These standards also apply to prosecutors in managerial positions. Prosecutors are also subject to restrictions on their involvement in political activities.
The organisational challenges relate mainly to the effective management of the workload and ensuring the smooth functioning of prosecutors' offices.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Relations between prosecutors and the media are governed by law and internal organisational arrangements for the provision of information on criminal proceedings.
Communication with the media often takes place through designated public prosecutors' spokespersons or authorised public prosecutors. This approach aims to ensure consistent communication while protecting the confidentiality of investigations.
In cases of special public interest, the senior management of the prosecution service may coordinate communication with the media.
Prosecutors are required to adhere to professional and ethical standards when dealing with the media, including when using social media.
Balancing transparency and the public's right to information with the need to protect the proper conduct of criminal proceedings remains a key challenge.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The work of prosecutors in Poland is increasingly based on digital tools and IT systems supporting criminal proceedings.
Digital solutions are used, among others, for case management, access to databases relevant to criminal proceedings and communication between institutions involved in the justice system. Videoconferencing tools may also be used in certain procedural activities.
At the same time, digital systems generally complement, rather than fully replace, traditional paper documentation.
Further development of IT infrastructure, improving interoperability between systems and strengthening cybersecurity remain important priorities.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Prosecutors in Poland participate in vocational training programmes organised primarily by the National School of Judiciary and Public Prosecution.
The training programmes include specialised modules covering different types of crime, international judicial cooperation, organisational and management issues, media relations and technological developments relevant to criminal proceedings.
Continuous vocational training is considered necessary in the light of evolving criminal activities and technological developments.

Portugal

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

The Statute of the Public Prosecutor's Office, which takes the form of a law, gives prosecutors the right to special surveillance of their person, family and property, whenever serious security reasons so require. The competence to request such surveillance belongs to the High Council of the Public Prosecutor's Office, which can delegate it to the regional prosecutors general (who, in the hierarchy of the Public Prosecutor's Office, are just below the Prosecutor General of the Republic). In case of urgency, the public prosecutor himself may request it from the command of the police force in the area of his residence. For decision-making, a threat assessment may be requested from the intelligence services and also from the police forces. It is the legal responsibility of one of the national police forces to ensure the personal safety of the members of the sovereign bodies and of the high national or foreign entities, as well as other citizens, when subject to a situation of relevant threat.

The legal framework is adequate.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

Effective protection is implemented through protocols between the Ministry of Justice and the security forces (*PSP – Polícia de Segurança Pública / Public Security Police* and *GNR – Guarda Nacional Republicana / Republican National Guard*):

(i) personal security (escorts) provided by the PSP's Personal Security Unit;

(ii) residential protection (patrols and surveillance at the homes of magistrates and their families); and,

(iii) logistical support (protection during travel or in court, particularly in cases involving organised crime or terrorism).

As a rule, a specific prior risk assessment is carried out before security measures are assigned.

Magistrates are entitled to carry a weapon for self-defence, regardless of whether they hold a licence, as a measure of self-protection.

Magistrates are exempt from identification requirements; that is, in certain situations, they may use methods that ensure their discretion and privacy to avoid unnecessary exposure of their family.

In most of the buildings where prosecutors' offices operate, there are private security guards (in exceptional cases, members of the police forces), although not always in adequate numbers. As for privacy and digital security, there are only basic measures in the justice computer system (e.g., firewalls and antivirus), which do not cover the private equipment of prosecutors.

However, further investment is still needed in the security of certain court buildings. Greater investment is also required in digital security, particularly with regard to the use of artificial intelligence tools.

The Prosecutor General's Office recently established an Office for Projects and Artificial Intelligence and an Artificial Intelligence working group, one of whose concerns and tasks is to contribute to improved digital security. The specific case management system used by prosecutors (with the exception of the Central Department of Investigation and Criminal Prosecution) is managed by the Institute for Financial Management and Justice Equipment (a public institute under the Ministry of Justice); consequently, the Public Prosecutor's Office, and specifically the Prosecutor General's Office, is unable to intervene in this specific system to enhance its security.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?
Prosecutors in Portugal receive training through the Centre for Judicial Studies (CEJ), but specific training in personal safety and the use of weapons for self-defence has been organised by the Union of Prosecutors, in coordination with the Public Security Police and the Portuguese Criminal Investigation Police.
Regarding digital security, Prosecutors were only given basic (and insufficient) digital security training in 2025, by the Ministry of Justice. There is no other type of training, nor defined safety procedures.
The Office for Projects and Artificial Intelligence, established at the Prosecutor General's Office, and an Artificial Intelligence working group will work on establishing digital security procedures.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?
So far, most Portuguese prosecutors have had no reason to feel physically insecure. However, there have already been situations of physical aggression against prosecutors, including inside the courts and in the services of the Public Prosecutor's Office. Private security services are often insufficient or inadequate to prevent it. There is not – and should be – adequate training for prosecutors on physical and digital security procedures.
In October 2025, prosecutors publicly called on the Government of the Republic to implement urgent security measures, highlighting shortcomings in the current system for protection and preparedness against occupational risks (e.g. the installation of security gates and metal detectors, and increased police security in courtrooms).

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?
Yes, the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in our country. Recent studies, notably those promoted by the Union of Prosecutors and the Prosecutor General's Office, highlight that the physical and mental health of Prosecutors directly impacts the service provided to citizens.

Since well-being falls within the remit of occupational safety and health, historically, the Directorate-General for the Administration of Justice (the body responsible for paying the salaries of court judges and prosecutors) was responsible for health and safety at work.
However, the Directorate-General for the Administration of Justice has ceased to perform this function and, in an opinion issued in September 2025, the Portuguese State Legal Centre (CEJURE) ruled that these costs should be included in the budget of the Public Prosecutor's Office. As this opinion was not known at the time the budget for 2026 was drawn up (July/August 2025), the Prosecutor General's Office was unable to secure budgetary funds to cover the occupational health costs for all prosecutors across the country.
At present, the Prosecutor General's Office is ready to take charge of occupational health and safety for all prosecutors nationwide, through a public tender that has already been prepared, with the requirements and estimated costs having been calculated. To this end, the Prosecutor General's Office is awaiting the release of funds from the Ministry of Finance in order to proceed with the recruitment process, further considering that the financial autonomy provided for in the Statute of the Public Prosecutor's Office has yet to be implemented.

As regards prosecutors working at the Prosecutor General's Office (including prosecutors from the Central Department of Investigation and Prosecution and the Central Department of State Litigation and Collective and Diffuse Rights), it is the Prosecutor General's Office itself that has responsibility for occupational health and safety, carrying out regular medical check-ups.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Yes, this topic has been the subject of studies, mainly carried out by the Union of Prosecutors. Of particular note is the, "Study on the working conditions, burnout and well-being of public prosecutors" (2024), conducted by the Centre for Social Studies (CES) at the University of Coimbra. This study was carried out in partnership with the Prosecutor General's Office and the Union of Prosecutors.
The Prosecutor General's Office is currently drawing up an occupational health plan, which includes an enforcement if this aspect of wellbeing, and we are already calling for an increase in the budget allocation to enable its implementation by 2027, as said above. This increase is necessary, given that the Prosecutor General's Office has not yet achieved the financial autonomy provided for in its statutes.
Plans aimed at improving physical working conditions and the physical security of buildings are also being validated.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

This year, the Centre for Judicial Studies offered magistrates (judges and prosecutors) a training course on 'Stress Management and Social-Emotional Skills'.
At the Prosecutor General's Office, sessions were organised on sleep hygiene, healthy eating and the importance of hydration, as well as training courses on the following topics: 'How to be happier in the workplace' (May 2025), 'Conflict Management' (October 2025) and 'Relaxation Techniques' (November 2025).
These sessions were open to staff and prosecutors of the Prosecutor General's Office.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?
The aforementioned 2024 study by the Permanent Observatory on Justice (OPJ/CES), carried out in partnership with the Prosecutor General's Office, recommends increasing staff numbers, introducing occupational health services, reviewing the performance appraisal system and improving physical conditions in the courts to mitigate burnout. These measures aim to tackle the procedural overload and severe strain identified among prosecutors.
We reiterate that, despite all the efforts of the Prosecutor General's Office, the full implementation of occupational health services by 2027 critically depends on strengthening the budget allocation, as recently discussed with the Ministry of Finance, and on implementing the financial autonomy foreseen in the statute.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?
Yes, to a large extent. The remuneration of public prosecutors is, in general terms, in line with that of judges, since both careers form part of the judiciary and are subject to comparable statutory regimes. The remuneration structure and progression mechanisms broadly follow similar principles, ensuring a significant degree of parity between the two careers.
Compared with other professional groups in the civil service, the remuneration of public prosecutors is, as a rule, higher than that of most civil servants, reflecting the specific nature, complexity and responsibility of the duties performed.
Notwithstanding this formal equivalence with judicial magistrates, there may be differences in the pace of career progression and in opportunities for professional advancement, which may have an impact on socio-economic conditions in the medium and long term.
Overall, although this is a competitive career within the civil service, socio-economic conditions may vary depending on the demands of the service and the organisation of work.
However, the rising cost of living in the metropolitan areas of the largest cities hinders access to the profession and the effective management of the magistrates' workforce.
Furthermore, the exclusivity regime – magistrates are subject to a regime of absolute exclusivity, being prohibited from carrying out other paid professional duties – reinforces the need for adequate public remuneration.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?
The profession still enjoys a respectable status, although it has, in the past, enjoyed greater social recognition.
However, it is proving less attractive to the best professionals in the legal field compared with other legal sectors, which generally offer more favourable working conditions and higher salaries.

As a result, there has been a gradual decline in the number of candidates for a career as a public prosecutor.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

There are a number of concerns regarding the working conditions of prosecutors, particularly with regard to workload, human resources management and the social recognition of the profession.

One of the main problems identified relates to excessive workloads, resulting from the increased volume and complexity of cases, as well as a shortage of prosecutors in some areas. This situation may affect the efficient management of services and the ability to respond in a timely manner.

Although remuneration is, in general terms, competitive within the context of the civil service and comparable to that of the judiciary, concerns have been raised regarding the overall conditions of service, particularly with regard to the balance between professional demands and available resources.

In addition, there is concern about a possible decline in the social prestige of the profession, linked to increasing work pressure and the demands of the judicial system, which may impact the attractiveness of the career.

As regards the working conditions of prosecutors, these are a cause for concern.

There are several courts with manifestly poor physical conditions: water leaks, a lack of adequate thermal insulation and the absence of heating or air-conditioning systems, which compromises the normal performance of judicial duties.

In terms of security, it is noted that several courts across the country still lack a permanent police presence at the entrance and that the majority do not have metal detectors or effective access control systems.

This situation allows, in certain circumstances, people to enter restricted areas, such as magistrates' chambers, which continues to raise serious concerns regarding institutional and personal security.

Since the Public Prosecutor's Office cannot intervene directly in this matter, as it is dependent on the Ministry of Justice / the Institute for Financial Management and Justice Equipment, on 4 February 2026 the High Council of the Public Prosecution Service, having received photographs of various courts, unanimously resolved to request of Her Excellency the Minister of Justice that the following be carried out as swiftly as possible:

A) A comprehensive survey of the physical conditions of all Portuguese courts by competent technical experts; and, furthermore,

B) Order the immediate implementation of the works deemed necessary, both to safeguard the security of the premises in question for all those who use them and to maintain decent and healthy working conditions.

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Given the size and workload of the Public Prosecutor's Office in Portugal, there is a clear and formal division of responsibilities among the magistrates who perform management functions within the institution, including at the level of its regional structures and specialised units.

In fact, powers of direction, coordination and guidance are exercised in a hierarchical manner, with such powers falling, in particular, to the Prosecutor General, the Regional Prosecutors General, the Public Prosecutors with coordinating functions, and the heads of the Public Prosecutor's Offices and the Departments of Investigation and Criminal Prosecution (DIAP). This structure ensures the consistency of the Public Prosecutor's Office's actions, as well as efficiency in the performance of its duties.

These magistrates are vested with sufficient powers of authority to ensure effective and impartial action, including the issuance of orders, instructions and directives, which, in accordance with the law, must be set out in writing and are binding on subordinate magistrates, without prejudice to respect for the principles of legality and technical autonomy.

The distribution of work within the Public Prosecutor's Office is determined by magistrates with managerial and administrative powers, within the framework of the respective hierarchy, and is frequently implemented through internal regulations, service orders and pre-defined criteria.

The exercise of these powers finds its legal basis, essentially, in the Constitution of the Portuguese Republic, the Statute of the Public Prosecutor's Office and other applicable legislation, which enshrine the hierarchical structure of the Public Prosecutor's Office, as well as the principles governing its activities, namely the principles of legality, objectivity and accountability.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

Yes. Measures are in place to prevent disproportionate levels of responsibility and to ensure a balanced distribution of work among prosecutors with managerial roles within the Public Prosecutor's Office.

The internal organisation is based on criteria of functional and territorial hierarchy, allowing for the division of responsibilities between different levels of management and coordination. The distribution of work is carried out on the basis of pre-defined objective criteria, taking into account the complexity of cases, the volume of work and the available human resources.

In addition, internal management tools are used, such as service orders, regulations and case allocation plans, which aim to promote fairness in the assignment of tasks and responsibilities.

Where necessary, adjustment measures may be adopted, namely the redistribution of cases or the reassignment of magistrates, in order to prevent situations of overload and ensure the smooth running of the service. Such measures are authorised by the High

Council of the Public Prosecution Service, the management body of the Public Prosecution Service.
These practices are governed by the Statute of the Public Prosecution Service and the principles of good administration, efficiency and balance in human resources management.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?
Yes. There are ethical and professional standards and requirements applicable to all prosecutors, including those in management roles, with a view to ensuring their impartiality, objectivity and independence.
These duties are enshrined in the Constitution of the Portuguese Republic, the Statute of the Public Prosecution Service and in ethical instruments (Code of Conduct for Prosecutors), requiring prosecutors to respect the principles of legality, objectivity, impartiality and accountability in the performance of their duties.
Any breach of these principles may result in disciplinary action.
With regard to the exercise of political activities, there are specific restrictions designed to safeguard the independence and impartiality of the Public Prosecution Service. In particular, prosecutors are subject to duties of discretion and are prohibited from engaging in political party activities of a public nature or which may compromise the perception of impartiality.
These limitations aim to ensure public confidence in the work of the Public Prosecutor's Office and to guarantee that the exercise of its functions remains free from political or party influences.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?
There are some concerns regarding the efficient management of the Public Prosecutor's Office, particularly given the increasing complexity of cases, the growing workload and the limitations on available human and material resources.

Among the main challenges are the excessive workload in certain jurisdictions or specialised units, the shortage of prosecutors and court officials, as well as the need for continuous adaptation to new forms of crime, particularly economic and financial crime and cybercrime. There are also constraints related to the slowness of proceedings and the need for technological modernisation.

In particular, there is a shortage of public prosecutors. According to studies carried out, it is estimated that there is a shortfall of around 200 prosecutors, which naturally results in an increased workload for those currently in post.

In this context, the High Council of the Public Prosecutor's Office has repeatedly emphasised the urgent need to launch new recruitment competitions for public prosecutors, and this position has already been communicated to Her Excellency the Minister of Justice.

To address these challenges, various measures have been adopted, namely the gradual strengthening of the magistrate workforce (which remains, however, insufficient), the

implementation of more efficient management and distribution mechanisms, the specialisation of units (such as the Departments of Investigation and Criminal Prosecution), as well as investment in continuous training.

At the same time, technological solutions have been developed to digitise and streamline proceedings, alongside the definition of organisational strategies that promote better allocation of resources and greater uniformity of procedures.

Notwithstanding these efforts, there remains a need to continue strengthening human and material resources, as well as to deepen structural reforms that will increase the efficiency, speed and quality of the Public Prosecutor's Office's response.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?
Under the Statute of the Public Prosecutor's Office, access by the public and the media to information concerning the activities of the Public Prosecutor's Office is guaranteed, in accordance with the right to information and freedom of the press – enshrined in the Constitution of the Portuguese Republic – whilst safeguarding judicial confidentiality where applicable.
The Prosecutor General's Office has a press and communications office.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?
Communication with the press is usually handled by the Press Office of the Prosecutor General's Office, which issues press releases on high-profile cases and matters of social relevance. This office also responds to enquiries from the media. The Press Office acts as a liaison between the public prosecutors at courts and the media, providing communication guidance on high-profile cases or cases of significant public interest.
There is no a specific spokesperson and the Prosecutor General may authorise, in accordance with the Statute of the Public Prosecutor's Office, the prosecutors to give interviews or speak to the press to provide explanatory comments on matters that fall within the remit of the Public Prosecutor's Office. The process of selecting a prosecutor to make statements on a particular topic always takes into account their area of specialisation and relevant experience.
The response to the media questions or inquiries is always authorised by the Prosecutor General.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?
In accordance with the Statute of the Public Prosecutor's Office, prosecutors may not disclose information or documents to which they have had access in the course of their duties and which, under the law, are subject to confidentiality. They are also prohibited from making public statements or comments on specific cases, except where authorised by the Prosecutor General to defend their honour or to pursue another legitimate interest.

Other interactions, particularly with the press, may be governed by the Code of Conduct mentioned above.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

The relationship between the Public Prosecutor's Office and the press is somewhat complex, particularly in the field of criminal justice, and the main source of tension is perhaps judicial secrecy and the restrictions it imposes on the right to information and freedom of the press.

Although the rule is one of openness, a case may, in certain circumstances, during the investigation phase, be subject to judicial secrecy, which means that its contents may not be disclosed, except in exceptional circumstances provided for by law, namely to ensure the safety of persons and property or public order.

Breach of judicial secrecy constitutes a criminal offence.

We believe that this regime warrants some consideration with a view to finding a solution, possibly legislative, that better reconciles the right to information and freedom of the press with the protection of investigations and the good name of those involved.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Digitisation in the work of prosecutors has now almost entirely replaced the traditional paper-based approach.

In 2026, the Portuguese justice system consolidated the unification of its digital systems through the eTribunal digital platform, which replaces the former CITIUS (a traditional case management platform) and MP Codex (a case management platform tailored to the remit of the Public Prosecutor's Office) interfaces. This transition forms part of the National Digital Strategy and the 2026–2027 Action Plan, which focus on efficiency and interoperability.

Current status and main changes (2026):

(i) The Single IT System – since October 2025, the (ordinary) courts and the administrative and tax courts have been operating under the single system. The eTribunal – Citius and MP Codex platform centralises case management, which was previously divided between CITIUS and SITAF (the case management platform for administrative and tax courts).

(ii) Universal access – citizens and businesses can view their judicial, administrative and tax proceedings in a single place, the Tribunais.org.pt portal, using authentication via Citizen Card or Digital Mobile Key.

(iii) Electronic case allocation – the new legal framework (Act 56/2025) has eliminated the need for in-person attendance during case allocation, making the allocation process fully electronic and supervised by judges and public prosecutors only when necessary.

(iv) Technical challenges – in early 2026, the transition of components funded by the PRR caused operational difficulties and unforeseen errors in the day-to-day processing carried out by court officers, requiring continuous adjustments and improvements.

The modernisation is directly supported by the Institute for Financial Management and Justice Equipment, which manages 13 critical projects aimed at making the justice system more humane and efficient through artificial intelligence and full digitisation.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

The Public Prosecutor's Office has a Public Prosecutor's Office Information System (SIMP) that enables fully digital internal communication between prosecutors, via official letters, messages and case files (*dossiês de Acompanhamento* - DAs).

There is an online complaints platform (via the Public Prosecutor's Office portal), where citizens can submit digital complaints regarding corruption and related offences. The analysis and processing of complaints is handled by the Central Department of Investigation and Criminal Prosecution.

At courts, communication by email is increasingly being implemented, including through electronic notifications, making the use of paper unnecessary.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

In 2026, there are Artificial Intelligence projects within the judiciary, for example in eTribunais (Citius), led by the Institute for Financial Management and Justice Equipment, the Superior Council of the Judiciary (judges) and the Prosecutor General's Office.

As mentioned above, in March 2026, the Office for Projects, Innovation and Artificial Intelligence was established within the Prosecutor General's Office. The Code of Ethics for Artificial Intelligence is awaiting approval by the Superior Council of the Public Prosecutor's Office.

The current aim is to implement secure artificial intelligence tools to assist with practical tasks, including the analysis of evidence, which without these tools can take months.

To address the current needs and challenges in this area within the justice system, the following are being considered for the adoption of tools:

(i) Automatic anonymisation;
(ii) Case summarisation;
(iii) Automatic transcription;
(iv) Predictive analysis of court costs and fees (via CITIUS);
(v) Unified access (via digital mobile coffee);
(vi) Real-time notifications;
(vii) The document repository (e.g. permanent certificates, proof of beneficial ownership and the sharing of these with banks and courts); and,
(viii) Interoperability (e.g. between the Public Prosecutor's Office and the criminal police forces – the PSP and the GNR).

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

The initial and continuing training of prosecutors and judges is provided by the Centre for Judicial Studies (CEJ).
The CEJ has been providing training on combating specific forms of crime, on organisational matters and on international cooperation.

In addition to the CEJ, the Prosecutor General's Office and other bodies contribute to the training of prosecutors; for example, the following initiatives are worth noting:

- Working meetings with the Director of the Cybercrime Office of the Prosecutor General's Office
- Cybercrime – Challenges in the justice system, training (2025), organised by the Institute for Financial Management and Justice Equipment, considered mandatory by the Prosecutor General's Office
- MP Codex – Working group of Prosecutors/Ambassadors in the Institute for Financial Management and Justice Equipment's MP Codex / eTribunais project (PRR)
- Working meetings in the area of international criminal cooperation and the appointment of magistrates/contact points participating in the ECIs/JITs Network I Eurojust
- Online training course – access and functionalities of the DTSearch software (2025), organised by the Central Department of Investigation and Criminal Prosecution and aimed at prosecutors assigned to the Regional Departments of Investigation and Criminal Prosecution in Évora, Coimbra, Porto and Lisbon
- Various working meetings and training sessions for prosecutors on criminal issues relating to domestic violence, gender-based violence and human trafficking
- The Prosecutor General's Office is organising a training course for district coordinating prosecutors and heads of Departments of Investigation and Criminal Prosecution.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?
Yes. Training and capacity-building initiatives for prosecutors help to improve understanding of and approaches to the investigation of criminal offences, contribute to the specialisation of prosecutors, and increase the effectiveness and speed of criminal investigations.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?
Concerns centre on a lack of resources, the risk of losing specialisation due to the accumulation of duties, and the difficulty of balancing day-to-day work with continuing professional development.

The main concerns and problems can be summarised as follows:

- Erosion of specialisation – the risk that the accumulation of responsibilities across various areas (civil, criminal, family) may compromise the focus on specialised areas;
- Difficulty in scheduling – a high caseload makes it difficult to assign magistrates to training without disrupting the functioning of the courts and the district departments and public prosecutor's offices; and,
- Social complexity – the need to keep pace with new legal and social realities requires more robust and up-to-date initial and continuing training.

What measures should be taken to overcome these challenges:

- Strengthening planning and management by the CEJ, in collaboration with the Prosecutor General's Office and the High Council of the Judiciary;
- Making training more flexible – promoting distance or blended learning, capacity-building through thematic and practical workshops (relocating training activities) and reducing the impact of travel to allow for better time management.

Romania/Roumanie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

In Romania, the protection of prosecutors (and, more generally, of judicial officials) is governed by a set of **criminal and administrative rules** that cover both differentiated penalties for criminal acts and specific security measures, regardless of whether the acts are directed against prosecutors or target their family members in connection with the performance of their duties.
In this regard, through the **offense of contempt of court** (Art. 279 of the Criminal Code), criminal law imposes harsher penalties for acts directed against a person—ranging from threats to murder—if such acts are directed against a prosecutor in the exercise of their official duties.
Similarly, contempt of court also applies to acts directed against a prosecutor or their property, for the purpose of intimidation or revenge, in connection with the performance of official duties.
Finally, the scope of protection extends to the family members of prosecutors if the acts are committed in connection with the prosecutor's performance of official duties.

Regarding the right of magistrates to special protective measures is provided for in Article 207 of Law No. 303/2022 on the Status of Judges and Prosecutors, as amended. (Organic Law)
Thus, serving or retired judges and prosecutors are entitled to special protection measures against threats, violence, or any acts that endanger them, their families, or their property. The special protective measures, their conditions, and the manner of their implementation are established by a Government decision, upon the proposal of the Ministry of Justice and the Ministry of Internal Affairs, with the opinion of the Superior Council of Magistracy.
Pursuant to Government Decision No. 1061/2025 on the establishment of special protection measures for magistrates, the conditions and manner of their implementation are established for the special protection measures available to serving or retired judges and prosecutors against threats, violence, or any acts that endanger them, their families, or their property, as well as the conditions and manner of their implementation.
The special measures that may be ordered for the protection of magistrates are:
a) physical protection of the magistrate and/or family members;
b) protection of the property of the magistrate and/or family members;
c) other activities and/or actions leading to the removal of the state of danger, in accordance with the powers of the Romanian Police [Art. 4].

Special protection measures are instituted at the request of the heads of the prosecutor's offices where the magistrates carry out their duties or are seconded, or at the request of the chief prosecutor of the prosecutor's office attached to the court in whose jurisdiction the retired magistrate resides or has his or her domicile, upon the magistrate's request or with his or her written consent [Art. 8(2) and Art. 13(1)].
The protection of magistrates, their family members, and their property is provided by the territorially competent units of the Romanian Police. Pursuant to Art. 14(1), protection for the magistrate, their family members, and their property is established by order of the Inspector General of the General Inspectorate of the Romanian Police, upon the proposal of the

territorially competent police unit, based on an assessment of threats and risks to the magistrate, their family members, or their property.
When there is an immediate and direct threat, magistrates may directly request police protection, as this exceptional situation is regulated [Art. 8(3)]. In such cases, temporary protective measures may be ordered until the risk assessment is completed [Art. 15(1)].

Regarding the security of prosecutor's office premises, as well as the need to ensure the proper administration of justice, Law No. 304/2022 establishes in Art. 132(1) (1) that the security of the premises of courts and public prosecutor's offices, of the property and valuables belonging to them, the supervision of access, and the maintenance of the internal order necessary for the normal conduct of activities in these premises shall be provided, free of charge, by the Romanian Gendarmerie, through its specialized units, the number of Romanian Gendarmerie personnel required to implement the provisions of paragraph (1) being established by Government decision, upon the proposal of the Minister of Justice and the Minister of Internal Affairs, as well as the President of the High Court of Cassation and Justice [para. (2)].
To this end, Government Decision No. 719/2005 was adopted regarding the security of the premises of courts, prosecutor's offices, and the Superior Council of Magistracy, as well as the property and valuables belonging to them, the supervision of access, and the maintenance of the internal order necessary for the normal conduct of activities in these premises, as amended by Government Decision No. 1061/2025. Pursuant to this, the security of the premises of courts, prosecutor's offices, and the Superior Council of Magistracy, as well as the security of their property and valuables, the supervision of access, and the maintenance of the internal order necessary for the normal conduct of activities within these premises shall be provided, free of charge, by the Romanian Gendarmerie, through its territorial units, with a force of 4,200 gendarmes.
The procedures for providing security for the premises of the prosecutor's offices, their property and valuables, for monitoring access, and for maintaining internal order shall be established by a protocol concluded between the Ministry of Administration and the Interior and the Prosecutor's Office attached to the High Court of Cassation and Justice, as well as the National Anti-Corruption Prosecutor's Office.

These measures are generally sufficient, given that in Romania, the physical security of judges and prosecutors is not typically a pressing concern. Physical threats against judges and prosecutors are quite rare. However, it is necessary to ensure the security of court and prosecutor's offices buildings because, depending on the context (hearings, protests, etc.), incidents can occur.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

Physical protection for magistrates is rarely requested; however, when necessary, the relevant legal provisions are enforced, and effective protection is provided by the aforementioned authorities.

At this time, there are no specific measures in place for magistrates to promote privacy rights and digital security for prosecutors. In this context, the general rules applicable to all citizens apply. However, the effectiveness of these rules and their practical applicability are questionable; therefore, from this perspective, magistrates remain vulnerable.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

No. Not applicable.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

In light of the issues raised in the previous questions, specific measures regarding the privacy rights and digital protection of magistrates could be taken.
At the very least, when it comes to privacy rights, there have been specific instances in which magistrates have been monitored by private entities without any legal basis. Furthermore, magistrates who are seen as inconvenient are often targeted in the media, including with regard to issues related to their privacy rights.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

Even though the well-being of judges and prosecutors is a topic of discussion in Romania, particularly within the profession, there are no specific policies in place. Of course, there is a constant focus on improving working conditions and remuneration, but not on well-being in a strictly professional sense.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

Prosecutors' salaries in Romania are comparable to those of judges and vary depending on seniority, the court where they serve, and whether they hold a leadership position. In courts and prosecutor's offices of equal rank, salaries are the same for judges and prosecutors, regardless of their geographic location. The only difference exists between judges of the High Court of Cassation and Justice and prosecutors of the prosecutor's office attached to it.
In Romania, the salaries of judges and prosecutors are generally higher than those of other professional groups working in the public sector.

Until 2026, the pensions of judges and prosecutors were roughly on par with their salaries. A recent reform has led to such a significant reduction in these pensions that, in some cases, they are now lower than those of police officers seconded to specialized prosecutors' offices or than those of certain members of the military.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Professionally speaking, the role of a prosecutor is respected, but it often faces harsh criticism from the media and the general public. Such campaigns are often orchestrated by politicians or private entities with hidden agendas.

In general, in Romania, the judiciary attracts candidates who have completed legal studies. However, the vast majority choose to become judges rather than prosecutors, mainly because of the status and legal protections associated with the position.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

The workload of prosecutors, case management systems, available resources, and support staff have remained unresolved issues in Romania for many years. Of these, the workload is the most pressing issue, as the number of cases and their complexity continue to increase.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Short Answer:

In Romania, the division of responsibilities, managerial powers, and allocation of work within the prosecution service are regulated in a relatively detailed and formalized way. However, the system combines clear legal rules with a strong hierarchical structure, which is important for understanding both efficiency and potential risks. The managerial prosecutors have sufficient authority to ensure efficiency.
The work distribution is mainly determined by chief prosecutors and section heads, based on Law No. 304/2022, Law No. 303/2022, the Constitution, and internal rules.

Detailed explanation:

Structure of the prosecution service

The Romanian Public Ministry (Ministerul Public) is organised hierarchically:
- **Prosecutor's Office attached to the High Court of Cassation and Justice (PICCJ)**
- **Prosecutor's offices** attached to:
  - courts of appeal
  - tribunals
  - first instance courts
- **Specialised structures**, such as:
  - DNA (anti-corruption)
  - DIICOT (organised crime)

Each level has **chief prosecutors and deputies**, forming the managerial structure.

Division of responsibilities among managerial prosecutors

Legal framework
The division of responsibilities is governed primarily by:
- Law No. 304/2022 on the organisation of the judiciary
- Law No. 303/2022 on the status of judges and prosecutors
- internal regulations (Rules of Internal Order of the Public Ministry)

Responsibilities of managerial prosecutors (chief prosecutors, deputies, section heads) are **clearly defined in law and regulations**, including:
- organisation and functioning of the office
- case allocation and workload management
- supervision and control of subordinate prosecutors
- ensuring legality and consistency of prosecutorial activity

Each prosecution office has:
- an **organisational chart**
- internal decisions detailing **functional responsibilities**

The case assignment is typically done through: **objective criteria** (type of case, specialization, workload) and sometimes **random or semi-random distribution systems**.
However, due to the hierarchical model **chief prosecutors retain discretion** in allocation and reallocation.

Authority and powers of managerial prosecutors

The managerial prosecutors are entrusted with significant powers, including:
- case allocation and redistribution
- issuing general and individual instructions
- verifying legality and merits of acts/cases
- exercising hierarchical control
- evaluating performance of prosecutors

These derive from the principle of hierarchical control (Art. 132 Constitution).

They are generally **sufficient for efficiency and institutional coherence**, because managers can:
- redistribute workload
- prioritise cases
- intervene to correct errors

The prosecutors remain independent in their solutions in individual cases. However, the hierarchical superiors may invalidate or take over cases with certain limits.

The distribution of work within the prosecution service

The work allocation is determined at multiple levels:

Chief prosecutors (primary role)
- assign cases to prosecutors
- manage workload distribution
- can reassign cases when necessary

Section heads / unit heads
- organise work within specialised departments

Collegial bodies (in some cases)
- management boards (colegiul de conducere) who may adopt general policies on workload distribution

Legal basis for this authority

The authority to distribute work is based on Constitution (Art. 132 regarding hierarchical control within the Public Ministry)
The Law No. 304/2022 which regulates:
- organisation of prosecution offices
- powers of chief prosecutors
- internal functioning

The Law No. 303/2022 which regulates the status, duties and responsibilities of prosecutors
Internal regulations such as Rules of Internal Order ore decisions of chief prosecutors

The criteria for allocation typically include:
- type and complexity of cases

- specialisation (e.g. corruption, organised crime, minors, economic crimes, homicide cases etc.)
- workload balance
- availability of prosecutors

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

To prevent abuse or arbitrariness the allocation should follow objective criteria and the decisions may be subject to internal review and SCM oversight.
Moreover, disciplinary liability exists for improper interference.
However, unlike fully random systems (used in courts), prosecutorial allocation remains partly discretionary.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

In Romania, prosecutors (including those in managerial positions) are subject to a fairly detailed framework of constitutional, statutory, and ethical standards designed to ensure impartiality, objectivity, and political neutrality.
Romanian prosecutors are subject to clear and binding standards requiring: impartiality, objectivity, integrity, appearance of neutrality

These are ensured through: constitutional provisions, Law No. 303/2022 (organic law), ethical codes, disciplinary mechanisms.

There are strict restrictions on political involvement, including prohibition of party membership.

Legal principles governing prosecutors:

a) Constitutional and statutory framework:
Under the Romanian Constitution (Art. 132) and Law No. 303/2022 on the status of judges and prosecutors, prosecutors:
- act according to the principles of legality, impartiality and hierarchical control
- must safeguard the rule of law and fundamental rights
- are required to act in good faith and in an impartial manner, including ensuring the *appearance of impartiality*

b) Professional and ethical obligations:

Romanian prosecutors are bound by: the Code of Ethics for Judges and Prosecutors and statutory duties requiring:
- non-discriminatory treatment of parties
- respect for equality before the law
- continuous professional training

c) Managerial prosecutors (Chief prosecutors):

Prosecutors in leadership positions (e.g., chief prosecutors) are subject to the same ethical standards, but also have responsibilities to:
- ensure objective case allocation
- avoid improper influence over subordinate prosecutors
- maintain institutional impartiality

These derive from hierarchical structure of the prosecution service and the duty to uphold public trust in justice

Mechanisms promoting impartiality and objectivity

Romanian law and practice include several safeguards:

Legal duties
- obligation to act impartially and in good faith
- duty to avoid conflicts of interest
- requirement to recuse in cases of bias (general principle)

Institutional safeguards
- supervision by the Superior Council of Magistracy (SCM)
- disciplinary liability for breaches of ethics
- hierarchical review of prosecutorial decisions

Restrictions on political activity

Clear restrictions exist, both constitutionally and legislatively.

a) Constitutional and legal incompatibilities
Magistrates (including prosecutors):
- cannot be members of political parties
- cannot engage in political activities
- cannot hold other public or private offices (with limited exceptions, e.g. teaching)

These rules are strict and aim to ensure institutional neutrality.

b) Ethical restrictions
Even beyond formal prohibitions, prosecutors must:
- avoid public expressions of political bias
- refrain from activities that could undermine impartiality
- maintain neutral public conduct

c) Practical implications
In practice, this means prosecutors:
- cannot campaign for political parties
- cannot publicly support political actors
- must avoid involvement in politically sensitive activities
- must maintain strict neutrality in public discourse

A specific feature of Romania is that prosecutors are independent in decision-making in cases, but operate under hierarchical control and the authority of the Minister of Justice.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

There are potential challenges / risks. Broad hierarchical powers may affect perceived independence and allow influence in sensitive cases (if safeguards are weak).

Thus, strong and effective safeguards must protect the independence and impartiality of prosecutors.

See also Q 13.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

The Guide to Best Practices on the Relationship Between the Judiciary and the Media, approved by the Superior Council of Magistracy, is the general regulatory document governing the relationship between the Romanian judiciary and the media, encompassing both the courts and the prosecutor's offices.
At the same time, within the Public Ministry, two normative acts are in force that contain regulations regarding institutional communication with the media, namely the Internal Rules of Procedure of the Prosecutor's Offices and the Order of the Prosecutor General of the Prosecutor's Office attached to the High Court of Cassation and Justice regarding the relationship between the Public Ministry and the media.
Regarding prosecutors' communication on social media, this is governed by the Guidelines on Best Practices Regarding the Activities of Judges and Prosecutors on Social Media and Online Platforms, approved by the Superior Council of Magistracy, which addresses, among other things, the benefits and risks of social media use by magistrates, as well as the ethical standards to which they must adhere.
The Romanian Public Ministry's institutional communication with the media is conducted through the Information and Public Relations Office within the Prosecutor's Office attached to the High Court of Cassation and Justice and through the communication units/spokespersons of the other prosecutorial units, in accordance with the regulatory framework outlined above.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

Information of public interest is disseminated to the media through the Information and Public Relations Office, either proactively—primarily through the issuance of press releases—or through responses to requests made pursuant to Law No. 544/2001 on free access to information of public interest.
Since, according to the Internal Regulations of the Prosecutor's Offices, the Information and Public Relations Office reports directly to the Prosecutor General, press releases are approved by him.
In addition to press releases, the leadership of the Public Ministry may communicate directly with the press (statements, press conferences, interviews, etc.).

Furthermore, prosecutors within the Public Ministry may grant interviews to the media, in accordance with the provisions of the Internal Regulations of the Prosecutor's Offices and Order of the Prosecutor General regarding the relationship between the Public Ministry and the media.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The Guide to Best Practices for Judges and Prosecutors on Social Media and Online Platforms is the primary tool designed to guide prosecutors' interactions with the media; it also includes the Code of Ethics for Judges and Prosecutors in Romania, the provisions of which are presented in full in this document. The "Guidelines" emphasize that *"judges and prosecutors cannot be isolated from the rapid development of digital social media networks. However, judges and prosecutors are primarily responsible for their own image and that of the judicial system regarding the use of social media platforms."*

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Given that prosecutors' relations with the media are conducted primarily through communication channels, these relations are governed by the aforementioned regulatory framework. It is, therefore, a process that must meet a dual requirement: transparency and the non-public nature of proceedings during criminal investigations, in accordance with Article 285(2) of the Code of Criminal Procedure. Maintaining a balance between these two is the main challenge in the institutional communication of prosecutors' offices.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work of prosecutors in Romania has been digitalised, particularly with regard to administrative activities. As for judicial activities, there is an electronic case file component, but it is only partially digitalised. The process is to be completed in 2026.The international cooperation component is fully digitalized with a platform (e-cooperation). Therefore, digitalisation has only complemented the work of prosecutors.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitialisation has improved the work of prosecutors. As a result, administrative digitalisation is complete, with administrative documents now being processed digitally. As for judicial work, certain processes have been or are in the process of being digitalised. Consequently, the electronic case file is expected to be completed by 2026. This encompasses both electronic case file procedures and the case management system. Digital searches are fully digitialised. Similarly, there are applications for OSINT as well.

Equipment for videoconferencing and video hearings is available nationwide. However, it is not used in criminal proceedings. Its use is primarily for administrative purposes (e.g., working meetings).
There is a legislative and case law research program in place at all prosecutor's offices. However, there is no infrastructure for AI

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

The use of modern technologies in the work of prosecutors faces various challenges, particularly of a legislative and administrative nature. Thus, there is no domestic legal framework covering all situations in which it can be used, including issues related to the legality of evidence management. In addition, the use of all technological tools entails high costs (very expensive subscriptions). Furthermore, there is a problem in that the technology and applications used by prosecutors' offices are not fully compatible with those of the courts. Another problem stems from the lack of digitalisation at the police level, where the majority of evidence is managed, making it impossible to fully digitalise the criminal investigation phase. Another problem stems from the multitude of applications and the need for them to be interconnected. It is also important to highlight the lack of training among those who use them or their reluctance to adapt to new changes.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

With regard to the fight against specialized forms of crime, the 2025 continuing education program conducted by the National Institute of Magistracy (responsible for the training of magistrates at the **central level**) placed significant emphasis on specialized fields, taking into account the strategic objectives set forth in the 2022–2025 Judicial System Development Strategy, namely the fight against corruption and economic and financial crime, combating human trafficking with an emphasis on the protection of crime victims, combating drug trafficking, and combating cybercrime.
Regarding organizational matters, managerial training, and public relations, given the need for a multidisciplinary approach to training through the development of non-legal skills specific to the professions of judge and prosecutor, by facilitating interprofessional dialogue and ensuring effective, accurate, and transparent communication between magistrates and society, the 2025 Continuing Education Program includes training activities in areas such as judicial management, communication and leadership, media relations, a performance-oriented mindset in the judiciary, communication tools and best practices to improve public relations activities for judicial system staff, digital tools for planning, organizing, and streamlining judicial activities, and training of trainers.

With regard to technological developments and international cooperation, it should be noted that these areas are also a priority and constant focus of the continuing professional development program conducted by the NIM. Thus, starting in 2025, alongside the traditional training activities included in the continuing education program, the NIM introduced an innovative concept of short professional training sessions organized online—webinars.

As part of this institutional pilot project, 42 training activities were conducted on topics including: Digital tools – AI, terminology relevant to cybercrime and digital evidence, the European Investigation Order in the context of cooperation in criminal matters: challenges and best practices, mutual legal assistance in criminal matters in relation to the United Kingdom – practical aspects.

In addition to these professional training initiatives, there are also those organized at the **decentralized level**. By way of example, we mention the specialized professional training course: "Crypto-assets and money laundering investigations" under Program Component No. 3 - "Strengthening Institutional Capacity in the Field of Financial Investigations and the Recovery of Proceeds of Crime (FIARS)," funded through the "Justice" Public Security and Safety Program of the second Swiss contribution to certain Member States of the European Union aimed at reducing economic and social disparities
In this regard, given that the new digital reality has generated new risks for justice systems: the use of cryptocurrencies by criminal networks for money laundering, the rapid and anonymous transfer of funds, and the concealment of proceeds of crime, international experts from the Basel Institute on Governance have designed an intensive program aimed at developing the essential skills of investigators, prosecutors, and other law enforcement actors, so that they can:

- understand the technological mechanisms behind cryptocurrencies and blockchain;
- identify, trace, and recover funds converted into crypto-assets;
- effectively seize and confiscate assets held in digital form;
- investigate complex cases involving virtual assets.

At the same time, it is worth noting the participation of prosecutors in HELP training courses for prosecutors (e.g., "International Cooperation in Criminal Cases") organized by the National Institute of Magistracy (I.N.M.) and the Council of Europe, as well as professional training programs organized by the European Judicial Training Network (EJTN), such as: the professional training course "Digitalization – Building a Common Digital Culture," Training course on "Building a Common Digital Culture," Seminar on "Procedural Safeguards in EU Criminal Proceedings in Practice under the Directive on Children," Training course on the EU-approved Regulation on the Collection of Digital Evidence.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

In general, professional training is adequate, and prosecutors have the opportunity to participate in specialized training programs tailored to their interests, both domestically and internationally.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Not applicable.

Slovak Republic/République slovaque

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   The protection and security of prosecutors in the Slovak Republic are regulated primarily by the Act on Prosecutors and Trainee Prosecutors, as well as by related regulations governing the organization and functioning of the prosecution service and general legal provisions on personal protection and state security.
   The constitutional basis of the prosecution service derives from the Constitution of the Slovak Republic, which establishes its position as an independent authority for the protection of legality.
   The service authority and senior prosecutors are obliged, within the scope of their competence, to ensure conditions for the safe performance of the prosecutor's function. These conditions include, in particular, protection against physical attacks or other threats within prosecution premises, protection of personal data, and, where justified, the adoption of measures to protect the prosecutor and their close persons in connection with the performance of their duties.
   Decisions on the provision of protection and its scope are made by the Prosecutor General in coordination with the relevant state security authorities, in particular the Ministry of the Interior of the Slovak Republic. In cases of immediate threat, specialized police units may be deployed.
   In practice, protective measures are applied on an individual basis, depending on the level of risk and the specific circumstances of the case.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   In practice, the following measures may be adopted in particular: personal protection of the prosecutor, protection of their residence, ensuring secure transport to the workplace or to court hearings, as well as protection of family members. The measures are applied on an individual basis, depending on the specific situation and the level of risk. Digital security and the protection of privacy are ensured primarily through general rules on personal data protection and the security of information systems within public administration.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   Training aimed at promoting the safety and security of prosecutors is a comprehensive process primarily ensured by the Judicial Academy of the Slovak Republic in cooperation with the General Prosecutor's Office of the Slovak Republic. This training forms part of the continuous professional development of prosecutors and is focused on enhancing their

expertise, resilience, and knowledge necessary for the performance of their function in a safe environment.

The training is carried out as systematic lifelong learning based on the annual training plan of the Judicial Academy of the Slovak Republic, which reflects the current safety needs of prosecutors, or through specialized training sessions and seminars.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

No systemic deficiencies with a significant impact have been identified in the area of measures ensuring the protection and security of prosecutors. At the same time, there is room for further development, particularly in the area of preventive measures, systematic training, and the strengthening of digital security. Cooperation with the competent authorities (e.g. executive bodies, security and law enforcement agencies) is functional and, in practice, ensures an adequate level of protection.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

The well-being of prosecutors is not explicitly regulated as a separate category within the legal framework. However, its importance is indirectly reflected in the regulation of the status of prosecutors, the organization of their work, and the systemic setting of the conditions for the performance of their function. The remuneration of prosecutors is regulated by law and represents one of the stabilizing elements of the performance of their function. There is no specific authority exclusively responsible for this area; individual aspects are addressed within the management of the prosecution service and the legislative process.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

At present, there are no specific policies (such as a strategy or action plan) aimed exclusively at supporting the professional well-being of prosecutors. Certain aspects are addressed indirectly through the organization of work, the management of workload, and staffing arrangements related to the performance of the function. This area has not been the subject of a separate systematic study.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Prosecutors have access to specific training also aimed at supporting their professional well-being, which is a key component of their professional development. Training in this

area is primarily provided by the Judicial Academy of the Slovak Republic in cooperation with the General Prosecutor's Office of the Slovak Republic.
The aim is to strengthen resilience to stress, prevent burnout, and improve interpersonal skills necessary for the performance of their function. Training activities focus on linking professional knowledge with psychological preparation, including:

- *seminars aimed at optimizing mental well-being, managing stressful situations, and work psychology,*
- *professional ethics (seminars addressing ethical dilemmas that directly affect mental well-being and confidence in decision-making),*
- *communication skills (training focused on communication with victims of crime, witnesses, as well as managing conflicts within the workplace),*
- *prevention of burnout syndrome (training in psychohygiene and techniques to maintain mental health in a high-responsibility environment),*
- *resilience (the psychological ability to cope with adverse, demanding, and stressful situations, adapt to changes, and return to a state of balance).*

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

   In the area of professional well-being, challenges can be identified, arising mainly from the high workload and the demands associated with the performance of the function. The perception of working conditions may also be influenced by broader economic factors, including developments in the cost of living. There is room for improvement, particularly in the systematic strengthening of support mechanisms and the further development of preventive measures.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

   The remuneration of prosecutors is regulated by law and is, in principle, comparable to that of judges, while being higher than that of most civil servants. In the broader context of legal professions, it is less competitive compared to the private sector. The level of remuneration is stable; however, it is influenced by developments in the cost of living.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?
    The prosecutorial profession is perceived as an important and respected part of the justice system. The attractiveness of the profession is influenced by several factors, in particular the level of remuneration and the workload in comparison with other legal professions.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for

the prosecutorial profession. What should be done or is being undertaken to address those challenges?[2]

In the area of working conditions, challenges can be identified particularly in relation to material and technical resources, staffing capacities, and the modernization of the working environment. Remuneration is linked to a statutory mechanism based on the development of the average wage, which may not always fully reflect changes in the cost of living. Workload is determined by the scope of the agenda and the staffing capacities of individual prosecution offices. In a broader context, changes in public discourse concerning the prosecution service can also be observed, which may influence its perception. There is room for improvement, particularly in the modernization of working conditions, the stabilization of material resources, and the strengthening of public trust in judicial institutions.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The organizational structure of the prosecution service in the Slovak Republic is based on a legally defined system of hierarchical arrangement and territorial jurisdiction of individual prosecution offices. Individual prosecution offices have precisely defined competences by law, within which they exercise their powers independently and impartially. Prosecutors in management positions are entrusted with the authority necessary to ensure the proper performance of activities within their assigned competence.

In justified and legally defined cases, a superior prosecutor may decide on the withdrawal of a case and its reassignment to another materially or territorially competent prosecution office. This is an exceptional instrument applied only in strictly defined situations.

The distribution of work and the exercise of managerial powers are based on the legal framework governing the organization of the prosecution service and internal management acts of the prosecution service.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The distribution of work within the prosecution service is based on the legally established organizational structure and the internal organization of individual units. When assigning specific cases, particular account is taken of prosecutors' specialization, their professional focus, and the need to ensure an even distribution of workload. The system allows

[2] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

prosecutors in management positions to respond flexibly to changes in workload and to ensure its appropriate distribution within the organizational unit.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Ethical and professional conduct of prosecutors is governed by the Code of Ethics of Prosecutors, which was adopted by the Council of Prosecutors of the Slovak Republic. The Code applies to all prosecutors, including those holding management positions. The Code of Ethics establishes principles of impartiality, objectivity, professionalism, and dignified conduct in the performance of their function as well as in private life, insofar as it may affect public confidence in the prosecution service. The current version of the Code also reflects the use of digital and social media.

Supervision over compliance with ethical rules is exercised by the Ethics Commission of the prosecution service, which assesses potential breaches and may initiate further disciplinary proceedings. At the same time, the legal framework prohibits prosecutors from engaging in political activities. The aim of these rules is to ensure the independence, impartiality, and credibility of the prosecution service as a whole.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The management of the prosecution service is based on a legal and hierarchical system that enables its functional and efficient operation. One area for further development appears to be the strengthening of human and material resources, particularly in relation to ensuring administrative and professional support for prosecutors.

From the perspective of systemic functioning, the stability of the legislative environment and the predictability of legislative changes affecting the prosecution service can be regarded as important factors. It is also important to preserve sufficient space for professional consultation on draft legislation within the framework of the standard legislative process. These aspects may be seen as part of a broader framework for strengthening the efficiency and stability of the functioning of the prosecution service.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Interactions and relations between prosecutors and the media, including social media, in the Slovak Republic are regulated primarily by internal regulations of the prosecution service, the principles of the Code of Ethics of Prosecutors, and organizational measures within the prosecution service. Individual prosecution offices have designated press officers. At the General Prosecutor's Office of the Slovak Republic, there is a dedicated press department, while at lower levels of the prosecution service, prosecutors are usually designated to act as spokespersons.

Communication with the media is governed by the principles of maintaining the confidentiality of criminal proceedings, protecting the rights of the persons concerned, and preserving public confidence in the impartiality and lawfulness of the prosecution service. Ethical rules emphasize the need for restraint in public statements, particularly in relation to political topics or issues that could undermine confidence in the impartiality of the prosecution service. These principles apply, as appropriate, also to communication via social media.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

The senior management of the prosecution service plays a key role in ensuring unified and coordinated communication with the public and the media. The Prosecutor General or persons authorized by them, in particular the spokesperson of the General Prosecutor's Office, provide official information in cases of increased public interest or in sensitive criminal matters. Ordinary prosecutors participate in communication with the media only to the extent determined by a superior prosecutor, usually on the basis of authorization or within the scope of their professional agenda, where clarification of procedural or legal issues is required. The communication system is designed to ensure consistency of information, protection of ongoing proceedings, and the preservation of the impartiality of the prosecution service.

Issues related to the reasoning of prosecutorial decisions, the publication of information, and communication with the public are essential for maintaining public trust in the rule of law. In this respect, it is important to continue developing common standards of prosecutorial accountability, understood as a framework ensuring that prosecutors act transparently, responsibly, and in accordance with the law, while fully respecting their independence and impartiality.

Such standards should support a balanced approach: on the one hand, the prosecution service should provide the public with clear, accurate, and timely information where appropriate; on the other hand, communication must not jeopardize ongoing proceedings, the rights of the persons concerned, the presumption of innocence, or legally protected confidentiality. Further development of prosecutorial accountability should therefore focus on strengthening the quality and clarity of reasoning in prosecutorial decisions, improving institutional communication with the public, and promoting consistent standards for explaining prosecutorial action in cases of significant public interest.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

Prosecutors' conduct in relation to the media, including social media, is governed by the Code of Ethics of Prosecutors, adopted by the Council of Prosecutors of the Slovak Republic, as well as by the Act on Prosecutors and Trainee Prosecutors. The main principles include, in particular, impartiality, restraint, professionalism, and the protection of the credibility of the prosecution service.

The Code of Ethics also applies to prosecutors' public expression in the digital space and requires that their conduct does not undermine public confidence in the independence and objectivity of the prosecution service.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

In the area of communication between the prosecution service and the media, challenges can be identified, arising mainly from the dynamics of the media environment and the growing importance of social media. From an institutional perspective, it is important to ensure a balance between the requirement of transparency and the protection of the rights of persons involved in criminal proceedings, as well as the preservation of legally protected confidentiality.

Addressing these challenges involves, in particular, an emphasis on a unified communication policy, the professionalization of press departments, and the consistent application of ethical rules.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work of prosecutors in the Slovak Republic currently represents a combination of electronic and traditional processes. In recent years, there has been gradual digitalisation of the prosecution service's agenda, particularly in the area of criminal case file management, communication with law enforcement authorities and courts, as well as administrative processes. Despite this, paper-based documentation remains present, especially in cases where it is necessary to work with physical evidence or documents originating from various authorities. Digitalisation has therefore not fully replaced the traditional paper-based system but rather systematically complements it.

At the same time, digitalisation is closely linked to the emergence of new forms of criminality and related technological challenges. In particular, prosecutors increasingly deal with cybercrime, including cases involving cryptocurrencies, anonymous transactions, and complex cross-border financial flows, which require specialised knowledge and technological tools.

Technological developments also create increased pressure on the speed of procedural responses, often reflected in approaches such as "freeze first, verify later", especially in cases involving the securing of digital assets or financial resources. This trend requires careful balancing with procedural safeguards and legal standards. The broader digitalisation of justice (e-justice), including the gradual use of data analysis tools and elements of artificial intelligence (AI), is also influencing the work of prosecutors. These tools may contribute to greater efficiency, particularly in analytical and administrative tasks; however, decision-making authority remains exclusively with the prosecutor.

At the same time, important questions arise regarding the balance between the protection of privacy and the needs of monitoring and investigation, particularly in the digital

environment where large volumes of data are processed. Furthermore, rapid technological development is gradually shifting the focus from traditional "due process" towards more immediate or "real-time" enforcement. While this may enhance efficiency, it may also pose challenges in maintaining effective control mechanisms, procedural guarantees, and the protection of fundamental rights.

Overall, digitalisation represents a significant opportunity for improving efficiency, but it also requires continuous adaptation of legal frameworks, technical infrastructure, and professional training to ensure that technological progress remains aligned with the principles of legality and fair trial.Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitalisation has significantly impacted the day-to-day performance of prosecutorial activities and is gradually transforming working methods across different areas of criminal proceedings. In practice, this is reflected mainly in the development of electronic communication between the prosecution service, courts, and law enforcement authorities, contributing to faster information exchange and more efficient procedural conduct. The use of electronic case files and digital registers is also gradually expanding, enabling easier access to data, its retrieval, and systematic processing within internal information systems.

An important aspect of digitalisation is also the use of videoconference technologies in carrying out procedural acts, particularly during the questioning of persons or participation in court hearings in cases where physical presence is not necessary. These tools contribute to time savings and increased efficiency of procedural actions, especially in cases with a cross-border element or where a rapid response is required. At the same time, standard secure tools for data storage and transmission are used in practice, ensuring the protection of sensitive information within criminal proceedings.

As regards the use of advanced technologies, including artificial intelligence (AI), these are currently used only to a limited extent and mainly as supporting tools for analytical and auxiliary activities. Decision-making remains exclusively within the competence of the prosecutor, with emphasis placed on maintaining legality, procedural safeguards, and the human factor in the decision-making process.

21. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?
The use of modern technologies in the work of prosecutors brings significant improvements in efficiency; however, it also highlights several areas that present challenges in the process of further digitalisation.

Among the main challenges is the uneven level of digitalisation across different organizational units and levels of the prosecution service, which may lead to varying levels of technological support in the performance of prosecutorial activities. Another issue is the need for further unification and better interconnection of information systems in order to ensure efficient information flow and to minimize duplication of processes.

Significant attention must also be paid to cybersecurity and the protection of sensitive data, as increasing digitalisation raises higher demands for ensuring the confidentiality, integrity, and availability of processed information. At the same time, it is necessary to systematically strengthen education and training for users when introducing new technological solutions, so that prosecutors are able to use these tools effectively and securely in practice.

In this context, key measures include further strengthening of technical infrastructure, development of interoperability of information systems, and improvement of methodological and user support for prosecutors. An important component is also the gradual implementation of modern tools for electronic judicial communication and cross-border cooperation, which contribute to a more efficient performance of prosecutorial activities.

At the same time, it is essential that digitalisation is carried out in a manner that fully respects the principles of legality, the protection of fundamental rights, and procedural safeguards in criminal proceedings, while technological development must always be balanced with the requirements of legal certainty and a fair trial.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

22. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Training programmes for prosecutors in the Slovak Republic are primarily provided through the Judicial Academy of the Slovak Republic. Participation of prosecutors in training activities is generally voluntary and based on their specialization and the current needs of practice; it is not centrally managed as a mandatory system by the management of the prosecution service.
The training programmes cover a wide range of specialised areas reflecting developments in criminality and the requirements of modern justice. These include, in particular, training focused on combating specific forms of crime, including economic crime, corruption, organised crime, as well as new forms of crime in the digital environment. Significant attention is devoted to financial investigations, the detection and proving of asset flows, as well as issues related to online fraud and fraudulent schemes in the digital environment, which represent a growing challenge in practice.
Specialised training also includes international cooperation, including the use of tools of the European Judicial Training Network (EJTN), study visits, exchange programmes, and professional seminars abroad. These forms of training enable the acquisition of practical experience and a deeper understanding of other legal systems.
Training programmes also address technological developments and the digitalisation of judicial processes, particularly in connection with the preparation and implementation of European tools for electronic judicial cooperation, such as e-CODEX and e-EDES. In this area, technical, organisational, and training activities are carried out to support gradual

integration into systems of electronic cross-border communication in criminal matters and to prepare for their practical use.
An important component of training is also the development of so-called soft skills, in particular communication with the public and the media, assertiveness, professional ethics, and psychological aspects of working in the justice system.
Training activities often take the form of professional seminars, workshops, and webinars, which continuously focus on current practical issues. These include, in particular, topics such as financial investigations, online fraud, cybercrime, the use of digital evidence, as well as cooperation with financial institutions, tax authorities, and telecommunications operators in detecting criminal activity in the online environment.

23. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Yes, specialised training generally responds to the needs of prosecutors arising from developments in criminality and its new and evolving forms.

The content of training activities is continuously adapted to current trends in criminal activity, taking into account, in particular, new forms of crime, technological developments, and changing methods of committing offences. Training programmes also include practical aspects of criminal proceedings and respond to application-related challenges encountered by prosecutors in practice.

Increased emphasis is also placed on financial investigations, particularly in connection with economic crime, money laundering, and the tracing of asset flows.

Where necessary, current topics arising from international cooperation and the exchange of experience are also incorporated into training, especially in areas with a cross-border dimension or a high level of technological complexity.

24. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

The system of specialised training for prosecutors in the Slovak Republic is continuously developing and flexibly responds to the needs of practice, as well as to developments in criminality and the requirements of the modern legal environment. Training activities are primarily carried out through the Judicial Academy of the Slovak Republic, with international forms of training and exchange of experience also playing a significant role.

One area for further development appears to be the enhancement of opportunities for prosecutors to participate in international training activities, including programmes of the European Judicial Training Network (EJTN), as well as other European and international training platforms. These activities mainly include study visits, exchange programmes, seminars, and specialised courses, which enable the acquisition of practical experience and knowledge from different legal systems.

An important element of further development is also the systematic support for language training of prosecutors, which has a direct impact on their ability to actively participate in international forms of training and to fully benefit from foreign courses and programmes. In this context, the broader availability of specialised training delivered by foreign experts

also appears to be an important factor, particularly in highly specialised areas such as financial investigations, cybercrime, and new forms of cross-border criminal activity.

Looking ahead, a suitable direction would be the further strengthening of the links between the national training system and European training networks, in particular through active participation in EJTN programmes, the use of study visits and internships in partner institutions abroad, and more systematic involvement of prosecutors in multilateral training projects. These instruments represent a significant contribution to enhancing expertise, sharing best practices, and strengthening a unified approach to addressing new challenges in criminal law.

Slovenia/Slovénie

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   Article 17 of the State Prosecutor's Act ('the ZDT-1') provides that the guarantee of the security of prosecutors is governed by the order of prosecutors, which is a regulatory act.
   Within the prosecution service, the Prosecutor General, the Heads of Prosecutor's Office, the Director-General and the Directors of the State Prosecutor's Office are responsible for ensuring security (as regards the establishment of a security concept, the notification of security occurrences to the competent authorities and reporting).
   Certain tasks in the field of ensuring security are also carried out by the Ministry of Justice (it provides an opinion on the proposed threat assessment of the State Prosecutor's Office, maintains records of security incidents at State Prosecutor's Offices, offers advice and organizes training, and prepares draft regulations).
   The specific protective functions of prosecutors are carried out by the police, on the basis of a notification from the Prosecutor General (notified by the Head of the State Prosecutor's Office) in the event of a threat to the Prosecutor General.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   In the event of a threat to the state prosecutor's life or personal security, concrete measures are taken, on the basis of a notification from the Prosecutor General to the Director-General of the Police, by the police, in accordance with the Regulation on the protection of certain persons, premises, facilities and surrounding the facilities protected by the police. Such measures may also include the technical and physical protection of persons.
   Other measures falling within the remit of the State Prosecutor's Office and the Ministry of Justice, which also depend to a large extent on the available financial resources, may concern the (enhanced) technical and physical protection of the premises of the State Prosecutor's Office, other organisational measures and the training of prosecutors.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

   There are no specific, pre-established or periodical training or deployment programmes designed to promote the security and protection of prosecutors.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on

such measures? What should be done or is being undertaken to address those challenges?

In 2024, the Minister for Justice appointed an inter-ministerial working group to develop systemic solutions to improve the protection of civil servants within the judicial authorities. The inter-ministerial working group, composed of representatives of the judicial authorities, ministries and the police, completed its work at the beginning of 2026. The conclusions of the Working Group identified the following areas:

- strengthen the preventive and continuous training of magistrates in the field of security, which recommended that the Centre for Education in Justice (within the Ministry of Justice) include such training as far as possible in existing training programmes;
- amendments to several legal bases, including an amendment to the Regulation on the protection of certain persons, premises, facilities and surrounding police protected facilities (this amendment is prepared but not yet adopted – mainly to define more clearly the decision-making procedure for the introduction and abolition of surveillance, as well as the arrangements for informing the protected person);
- measures in the field of technical protection of the buildings of judicial authorities (including lack of uniform criteria and standards, lack of financial resources and lack of transparency of competences) have been highlighted.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Assuming that the concept of well-being does not cover issues of autonomy, independence and remuneration, there is no specific implementation of measures focusing (mainly) on the well-being of prosecutors and specific to prosecutors. Measures targeting the well-being of all groups of employees in the Republic of Slovenia and implemented also for prosecutors are, for example, the guarantee of adequate space working conditions (which are primarily the responsibility of the Ministry of Justice) and measures focusing on health and safety at work and their promotion (which are primarily the responsibility of the State Prosecutor's Offices).

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

There are no specific measures or action plans to support the well-being of prosecutors, which would not exist for other categories of staff.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

The Judicial Training Centre, which operates within the Ministry of Justice of the Republic of Slovenia, has been providing supervision workshops to state prosecutors and professional associates for several years, based on the proposal of the Association of

State Prosecutors of the Republic of Slovenia. The workshops are held by individual State Prosecutor's Offices, if there is interest, or by several State Prosecutor's Offices together, depending on the number of participants. Workshops are led by trained supervisors, most often psychologists.

The last amendment to the ZDT-1 (ZDT-1F), which will be implemented in this part in 2027, introduces the provision of professional psychological assistance and psychological support to prosecutors in the event of heavy psychological burdens connected with the performance of the service or work of the State Prosecutor's Office and participation in psychological management programmes.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

We have not seen the particular concerns relating to the well-being of prosecutors.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

In accordance with Article 49 of the ZDT-1, the state prosecutor's remuneration is fixed on the same bases, with the same supplements and in the same way as the remuneration of the judge of the corresponding grade or function.
Despite significant progress in the regulation of the material status of judicial officials with the implementation of the systemic law on public sector salaries, the proposal of the State Prosecutor's Office on appropriate salary arrangements has not been fully taken into account, as the Incompatibility bonus remains unrealised. Otherwise, we consider that, with the adoption of the systemic law on salaries and the adoption of the 'mini-amendment' of the State Prosecution Office Act (which will introduce a single first instance State Prosecutor in 2027), the salary situation of State Prosecutors will be adequately regulated. The introduction of a single first instance state prosecutor is, as far as salaries go, important because it will raise the starting salaries of state prosecutors, making them more comparable to the starting salaries of officials in the other two branches of government.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Unlike the problems we face in recruiting legal secretaries, we are not yet faced with the problem of the lack of candidates in calls for applications for state prosecutors.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for

the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

The premises in which State Prosecutor's Offices operate vary greatly—some provide optimal working conditions, while others are only marginally suitable for carrying out the tasks of the State Prosecutor's Office. In recent years, cooperation with the Ministry of Justice, which is responsible for ensuring adequate premises for the operation of the State Prosecutor's Office, has been good; however, due to a lack of financial resources, not all issues have been resolved.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Yes, there is a clear and transparent division of responsibilities among prosecutors who hold leadership positions within the State Prosecutor's Office. This division of responsibilities is set forth in the State Prosecutor's Office Act and the State Prosecutor's Rules The assignment of a case to a specific prosecutor as the case handler is decided in accordance with the annual work schedule by the head of the State Prosecutor's Office or, upon his authorization, by the deputy or one of the heads of departments or other internal organizational units. An even workload for state prosecutors is ensured by taking into account the estimated time required to resolve a case, in accordance with the criteria for the quality of state prosecutors' work and the effectiveness of State Prosecution Offices, the work program, and the expected caseload.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

Yes, the heads of state prosecutor's offices may delegate the performance of tasks within their jurisdiction to a deputy or to one of the heads of departments or other internal organizational units.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Yes, the ethical and professional standards or requirements for prosecutors, including those holding leadership positions within the prosecution service, are defined in the Code

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

of Ethics for State Prosecutors. The second paragraph of Article 6 of the Code of Ethics for State Prosecutors stipulates: “To preserve the appearance of independence, it is inappropriate for a state prosecutor to make financial contributions or act in support of a political party or an independent candidate for political office, or to publicly endorse a candidate of a political party or an independent candidate, to participate in political rallies or gatherings, except when exercising his or her right to vote or running for political office in accordance with the law.”

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

We do not identify any systemic issues regarding the effectiveness of the prosecution service’s management. Certain difficulties may arise depending on current circumstances, in which case heads of offices may rely on the Prosecution Policy and General Guidelines issued by the General State Prosecutor. Furthermore, difficulties that arise may be resolved by the heads of State prosecutor’s offices within the framework of the collegiums of the respective State Prosecutor’s Offices. Matters concerning the administration of the State Prosecutor’s Office or professional issues of common importance to all State Prosecutor’s Offices are also addressed by the Council of Heads of State Prosecutor’s Offices, which is convened and chaired by the Prosecutor General.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

The rules for communication with the media or with the public are specified in the State Prosecutor’s Rules, Article 12 of which provides, inter alia, that information to the public is to be coordinated and supervised by the Prosecutor General or by another Prosecutor General designated by the annual calendar and that the technical support is provided by the Prosecutor General’s Office.
The Supreme State Prosecutor’s Office employs two persons, the Public Relations Counsellors, who deal with internal and external communication within the Prosecutor General’s Office.
The position of Public Relations Advisor also exists at the Specialized State Prosecutor’s Office of the Republic of Slovenia.
In 11 District Prosecutor’s Offices, the heads of District Prosecutor’s Offices are responsible for communicating with the media in the district prosecutor’s office cases.
The Prosecutor General may, by order, delegate to a state prosecutor, a legal secretary or another public officer of the State Prosecutor’s Office specific professional or technical tasks relating to information to the public.
Legal bases and articles are covered by the State Prosecutor’s Act (ZDT-1):

- Article 14 – defines the powers of the Prosecutor General
- Article 15 – defines the competences of the Heads of State Prosecutor’s Office
- Article 17 – it defines the internal organisation and instructions

The Media Act (among others):

- Article 45 – provides for the right of access to information

- Article 6 – lays down the principle of veracity and accuracy of information

Law on Access to Information of Public Interest (ZDIJZ):

- Article 5 – establishing the principle of free access
- Article 6 – provides for exceptions (protection of procedures, personal data)

The General Data Protection Regulation (GDPR) and the Personal Data Protection Act (ZVOP-2):

- Article 5 of the GDPR – which sets out the principles of data processing
- Article 32 of the GDPR – which provides for security of processing

Code of Conduct for Prosecutors:

- Article 3 – establishes the obligation to protect the reputation of the European Public Prosecutor's Office
- Article 7 – prohibition of commenting on ongoing cases

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

The role and powers of prosecutors vis-à-vis the media are specified in the order of prosecutors.
The Prosecutor General or, under his or her responsibility, another prosecutor may, on his or her own initiative or at the request of the Head of the State Prosecutor's Office, make a public statement on the activities of the prosecutors or on the state of progress of a given case, to the extent and in accordance with the rules laid down in the law governing the State Prosecutor's Office.
The Prosecutor General, or another delegated prosecutor by him, shall also inform the public about the state of crime and other general issues related to the prosecution of criminal, civil and administrative offences within the jurisdiction of the State Prosecutor's Office.
State prosecutors who have performed a state prosecution service as part of a public procedural act or other public forms of work of the State Prosecutor's Office may, unless the Head of the State Prosecutor's Office decides otherwise for a given case, provide information to the press on particular acts carried out or planned.
At the request of the media, the heads of the District Prosecutor's Offices may provide them, independently, with information on whether a given case is being dealt with and on the progress and settlement of the case. As a general rule, the notification of a case received concerns only the indication of the offence and the communication of the measures taken by the State Prosecutor's Office.
As regards information to the public in cases of particular importance, the Head of the State Prosecutor's Office must first consult the Prosecutor General or another Prosecutor General empowered to coordinate the provision of information to the public.

Legal bases and articles are covered by:

State Prosecutor's Act (ZDT-1):

- Article 14 provides that the Prosecutor General or, where appropriate, the Prosecutor General shall represent and direct the prosecution service;
- Article 15 provides that the State Prosecutor's Offices shall manage the work and be responsible for legality;
- Article 17 – giving internal instructions, including on communication

The Media Act (among others):

- Article 45 – establishing the media right to information

Law on Access to Information of Public Interest (ZDIJZ):

- *Article 6* – it provides for the protection of the confidentiality of proceedings

Code of Conduct for Prosecutors

- Article 7 – prohibition of commenting on ongoing cases
- Article 10 – imposes an obligation to abstain in public acts

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

In the Republic of Slovenia, we have a code of ethics of the State Prosecutor's Office which governs the conduct of prosecutors in the media, including social media. The Code of Ethics of the State Prosecutor's Office, adopted on 22 September 2015, sets out the fundamental ethical and moral principles applicable to prosecutors in their work and private life. It contains eight articles which emphasise impartiality, legality, integrity and dignity.
Compliance with the Code is subject to review by the specialised body or the Ethics and Integrity Commission of the Prosecutorial Council. The Commission is composed of prosecutors who issue policy opinions, guidelines and recommendations to strengthen integrity and provide advice to prosecutors on conflicts of interest.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

As regards public relations with public prosecutors in the Republic of Slovenia, we note a number of major challenges, namely:

1. the heterogeneous level or, in some cases, the insufficient capacity of prosecutors to speak publicly;
2. the strong media pressure on individual prosecutors or prosecutors in media cases, as well as the politicisation of such cases;
3. the risk of misinterpretation of criminal cases and other information in the media;
4. the high media exposure of prosecutors, in particular the Prosecutor General or the Prosecutor General.

Proposals for improvements:

- the strengthening of the professional communication service at the level of the State Prosecutor's Office;
- regular training of prosecutors for communication and public hearings;
- the development of uniform guidelines for crisis communication;
- the continuous improvement or improvement of technical equipment and human capabilities.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

We emphasize that, from the perspective of digitalization, the work of State Prosecutors is closely tied to the work of the courts. Given that, in the Republic of Slovenia, an electronic system for conducting business between the State Prosecutor's Office and the courts has not yet been established, a large portion of materials remains in physical form. Consequently, the work of State Prosecutors depends only to a limited extent on the use of modern technologies.
At the State Prosecutor's Office, we are aware of the importance of digital tools, particularly in the field of artificial intelligence, and are therefore developing them; however, they are not yet in use. Despite important progress in electronic cooperation between the State Prosecutor's Office and the police, due to the lag in relation to the courts, digitalization has not replaced traditional paper-based operations but merely complements them.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

A system for the electronic transmission of documents shall be established between the police and the State Prosecutor's Office. The exchange is already ongoing, but a two-track system is in place, as the physical form remains the primary form of the exchange of documents, due to the exercise of a purely physical activity before the courts.
The State Prosecutor's Office has an information system in which digitised physical material is digitised. That information site allows electronic access to a digitalised format of the physical file and to various data. As I have already stated, this does not replace the physical activity, but supplements it. The State Prosecutor's Office has connection equipment or videoconference meetings and access to certain applications (MS Teams, etc.).
The State Prosecutor's Office of the Republic of Slovenia, in cooperation with the Ministry of Justice, develops artificial intelligence tools. Development has not yet been completed. The entry into force is planned to take place in the second half of 2026

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Given the limited use in practice of modern technologies in the work of prosecutors, no major concerns regarding their use have been raised. As regards the development of tools, in particular AI, we highlight the challenges related to the protection of personal data and the provision of infrastructure to develop solutions.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

In cooperation with the Judicial Training Centre CIP), the Supreme State Prosecutor's Office of the Republic of Slovenia (VDT) prepares an annual training programme for the following year. The programme primarily defines the formats and methods of training, while the specific content is determined for each individual training event. This is most often done in the context of the traditional annual training organized by the VDT, known as the Prosecutors' Training Days, which take place for one day in June each year and for two days in December.These events address a variety of topics, including combating specific forms of crime, economic and financial crime, violence against vulnerable groups, human trafficking, and sexual violence. They also cover subjects such as public relations, public speaking by state prosecutors, and handling difficult clients.Within the framework of the Judicial Trainig Centre, professional training is also provided for heads, deputy heads, and directors of State Prosecutor's Offices, as well as training programmes for heads of administrative offices, human resources, legal, and financial-accounting services. Additional activities include simulations of main hearings in criminal proceedings, introductory Excel courses, training on the use of registries, and courses on BI tools conducted by the VDT RS Information and Professional Centre.Throughout the year, CIP also circulates invitations to international training events in various fields relevant to the work of state prosecutors, such as human trafficking, criminal offences against sexual integrity, economic crime, and terrorism. These programmes are primarily attended by state prosecutors, especially those specialized in these areas.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

The content of the training within the framework of the Prosecutors' Training Days is tailored for each individual programme to reflect current training needs. These needs may be expressed by state prosecutors themselves or identified through the review and evaluation of their work.In addition to the training already mentioned, it is also important to highlight the training organized annually by the Association of State Prosecutors of the Republic of Slovenia (DDTS), namely the traditional conference *Violence Against Children*. This event addresses topics such as domestic violence, criminal offences against sexual integrity, and other criminal acts involving elements of violence where children are the victims.Another important training event is the *Economic Forum*, which primarily focuses on economic crime and corruption. Each year, it is attended by a large number of state prosecutors, judges, and criminal investigators working in this field.These two programmes represent specialized forms of training organized by DDTS, which also contributes to the Prosecutors' Training Days by preparing the programme for one day of the otherwise two-day training event.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

In the future, it would be advisable to dedicate more training to smaller groups of state prosecutors, focusing on narrower categories of criminal offences, such as human trafficking, environmental crime, and the Confiscation of Assets of Illegal Origin Act (ZOPNI).
At the same time, it should be noted that these topics are already addressed within working groups established under the Supreme State Prosecutor's Office of the Republic of Slovenia (VDT RS), whose members include representatives from all State Prosecutor's Offices in the Republic of Slovenia.

Spain/Espagne

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

In Spain, the protection and security of members of the Public Prosecution Service are recognised at a normative and institutional level.

The Public Prosecution Service, as a constitutional body expressly recognised in Article 124 of the Spanish Constitution of 1978, is legally provided in Law 50/1981 of 30 December, on the Organic Statute of the Public Prosecution Service (Hereinafter EOMF), which configures it as a body of constitutional relevance with its own legal personality, functionally autonomous within the Judiciary, which presupposes the need for adequate and safe conditions for the actual exercise of its functions.

Although the EOMF does not contain a specific reference to the personal protection of prosecutors, the most recent version of its implementing regulations, the Rules of Procedure of Public Prosecutor set out in the Royal Decree 305/2022 (so-called *Reglamento del Ministerio Fiscal*, hereinafter RMF), does include a provision recognising prosecutors' right to effective protection regarding safety and health, attributing to the Ministry of Justice the promotion of necessary measures in accordance with occupational risk prevention regulations. Specifically, Article 120 on the right to health and protection against occupational risks establishes:

1. Prosecutors are entitled to effective protection regarding safety and health in the exercise of their functions.
2. The Ministry of Justice shall promote all measures and actions necessary to safeguard this right, in accordance with Law 31/1995 of 8 November on Labour Risk Prevention and its implementing regulations.

Responsibility for protection of the Public Prosecutors is distributed among:

- the Ministry of the Presidency, Justice and Relations with Parliament,
- the Autonomous Communities with competences in justice, and
- the Ministry of Interior and the State Security Forces and Bodies, responsible for operational protection and the adoption of specific measures in risk situations, and
- the General Prosecutor´s Office (hereinafter GPO) itself.

The existing protection is structured through specific or ad hoc coordination mechanisms with the Ministry of Interior, based on established practices, although not formalised in a single regulatory protocol. Among the main available measures, we can distinguish between:

- Security of prosecution offices (hereinafter PPOs), which is integrated into the general security arrangements for judicial buildings, with involvement of Law Enforcement Agencies and Bodies (National Police and Civil Guard), Private Security and, where applicable, regional police forces. Usual measures include: access controls and police presence, video surveillance systems, self-protection and evacuation plans, reinforcements in risk situations (hearings and oral proceedings in large-scale cases, sensitive trials, etc.).

- Individual personalised protection, based on risk assessments carried out by specialised police units, with possible measures including escort, counter-surveillance, protected transport or adaptation of routines. Risk assessment is a technical analysis carried out by police officials aimed at determining the existence of any action capable of intimidating or causing harm to prosecutors, arising from the exercise of their functions.

- Enhanced measures in positions of special exposure, such as the head of the Office of the Attorney General of the State or prosecutors from special prosecution offices, applying personal protection measures and specific operational security procedures, with police officers covering their transfers in official vehicles 24/7, etc. This system is characterised by its flexibility and capacity to adapt to risk, with the Ministry of Interior playing a leading role in operational protection.

Although there is no single, closed regulatory protocol, consolidated mechanisms for assessment and response do operate, with measures proportional to the level of risk, especially in matters of terrorism, organised crime or serious crime. This architecture confirms that the Spanish system is functional and follows a practical approach, although predominantly reactive and still insufficiently formalised.

As regards officials and civil servants or staff working at PPOs and their immediate family, there is no specific express regulation, although their protection can be activated through general security mechanisms when there is a concrete risk extending the protection of prosecutors to their immediate circle.

For this reason, the Spanish system may be considered functional but fragmented due to the absence of a comprehensive framework, its predominantly reactive nature and the lack of preventive systematisation. This may be due to the fact that security incidents and attacks against members of the Public Prosecution Service, especially since the ceasefire announced by the terrorist organisation ETA in 2011 and its subsequent dissolution and disappearance, are genuinely exceptional.

It is therefore suggested that it would be advisable to evolve towards a more structured and homogeneous model of protection for members of the Public Prosecution Service, with specialised services, communication and monitoring channels, risk indicators and clear governance that, beyond the approach based on inter-institutional cooperation, explicitly includes protection of the family environment of prosecutors, and that integrates physical, digital and organisational security within a single framework.

The measures described are complemented by international standards such as the Good Practice Guide for the Protection and Security of Prosecutors, Officials and Civil Servants of Public Prosecution Services forming part of the Ibero-American Association of Public Prosecutors (hereinafter AIAMP), approved at the XXXII General Assembly held in Madrid

in 2025 on a proposal from the Working Group on Security and Protection of Prosecutors, which, based on the analysis of the security models of the member Public Prosecution Services recommends measures with the aim of harmonising and facilitating the security and protection of those who, as prosecutors, officials and civil servants, are responsible for the prosecution of crime and the exercise of criminal action, such as technical threat and risk assessment, specific protection programmes and even training in self-protection, based on preventive and adaptive actions to be taken to mitigate dangerous situations arising from the exercise of their functions, by adopting safe behaviours and daily life habits both at work (knowing security protocols, preserving the confidentiality of information, participating in security drills, identifying evacuation routes and keeping the work area free of obstacles) and at home (installing alarms, security cameras, securing windows and doors...), during travel or when using social media and in cybersecurity, with continuous monitoring of measures.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

As noted in the previous response, the protection and security of Spanish prosecutors is structured through a set of varied practical measures combining physical security devices, personal protection, organisational measures and technological tools. Although not always systematised in a single protocol, they operate effectively through coordination between the GPO, the Ministry of Justice and the Ministry of Interior.

a) Physical security at premises
This includes access control systems at prosecution office premises, normally located in judicial buildings or justice complexes (in central body prosecution offices, security within the buildings is the responsibility of private security companies), police presence outside judicial buildings, video surveillance, self-protection and evacuation plans, and reinforcement of measures in situations of special exposure.

b) Personal protection
For the Prosecutor General and the Chiefs of Special PPOs attached to the Audiencia Nacional: assignment of escorts, counter-surveillance devices, safe routes, protected transport and, where applicable, residential security measures.

c) Organisational measures to reduce exposure
These include restrictions on the dissemination of personal data in resolutions and procedural actions, the possibility of adopting operational discretion in travel or appearances, and coordination with specialised police units in sensitive investigations. In practice, these measures are applied with greater intensity in relation to prosecutors posted in Special PPOs at the National Court (Audiencia Nacional).

d) Privacy protection
This is guaranteed through the application of general personal data protection regulations (General Data Protection Regulation and Organic Law 3/2018), restrictions on access to and dissemination of sensitive information, and the duty of confidentiality and professional secrecy inherent to the prosecutorial function. These measures derive from the general legal framework on data protection and not from a specific statute protecting prosecutorial identity, with room for improvement.

e) Digital security

This is promoted through the use of secure computer systems and corporate networks centrally managed by the GPO, the use of technological tools ensuring the integrity, authenticity and confidentiality of proceedings, and access controls to systems and electronic files. However, challenges remain regarding protection against external threats — especially cyberattacks — public exposure of personal data in digital environments and specific cybersecurity training, which is not yet sufficiently systematised as a component of prosecutors wide-ranging security.

The protection of prosecutors' privacy and digital security also benefits from more precise and updated practical development in the available *Basic Guide to Actions regarding Personal Data Protection* (version 2.0, April 2025), issued by the Data Protection Officer at the GPO. This guide aims to facilitate effective application of current regulations and raise awareness of a data protection culture, including specific guidelines on data minimisation, pseudonymisation of non-essential personal data in proceedings, documents and resolutions, the duty of confidentiality, relations with the media, access to premises and facilities, adoption of security measures and management of security breaches. The practical measures envisaged in this guide include: access control for third parties to PPO premises; traceability of information access; the obligation to limit access to databases, folders and applications only to authorised users; custody in locked cabinets of sensitive documentation; implementation of additional measures for matters of special public interest; supervision of access to shared cloud folders; and the obligation to promptly communicate incidents or security breaches to the Data Protection Officer and to the Support Unit of the GPO.

In addition, the following support measures relating to digital security can be listed:

- Cloud-based electronic signature: The Royal Mint and Stamp Factory (Fábrica Nacional de Moneda y Timbre) offers prosecutors the possibility of enabling their cloud-based signature, so that access to the signing portfolio can be carried out with full guarantees from any electronic device, in the same manner as from their workstation, through a two-factor authentication system.
- Public Prosecutor´s electronic portal: In July 2023, the Public Prosecutor´s e-venue was set up. It ownership corresponds to the GPO´s Support Unit being the Ministry of Justice responsible for its technological support and management. The electronic platform incorporates a private/restrictive section accessible with a username and password.
- Artificial Intelligence (AI) for responsible use in justice. During 2024, work began in the State Technical Committee on Electronic Judicial Administration (CTEAJE) to establish the steps that any administration should follow before starting an AI-based development, in order to ensure responsible, legal and ethical use within the field of the Administration of Justice.
- USB devices: Storing documents on USB files or other storage devices requires device encryption. Each time the content is accessed, it must first be unlocked with a personal key.
- Remote access to the workstation: Access to the contents of the work computer and documents stored on the network is possible from home, through Digital Space or VPN. In both cases, prior user identification and access by password or digital card (two-factor authentication) is required.
- Cybersecurity raising awareness and alerts: Periodic alerts are received by email with the aim of raising awareness about digital self-protection, through password changes,

the adoption of security measures on the computer when the user is absent, and warnings about possible malicious messages.

Following standards established at the level of Ibero-American Prosecution Services in the aforementioned AIAMP´s Guide (2025), training in self-protection and risk management, early identification of threats, as well as the adoption of safe conduct in the professional and personal environment and the establishment of communication mechanisms in risk situations are promoted. These practices, although not always uniformly formalised, are considered key elements for the comprehensive security of prosecutors.

It can therefore be affirmed that the currently available measures do include, at least in an increasingly significant way, the protection of prosecutors' privacy and digital security, without prejudice to any scope for improvement.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

Within the Spanish Public Prosecution Service, various training activities can be identified that indirectly contribute to the security and protection of public prosecutors.

a) Initial training
Initial training for prosecutors is provided through the Centre for Legal Studies (hereinafter CEJ), which is an autonomous body under the umbrella of the Ministry of Justice, following completion of the trainee public prosecutor´s selection process. It comprises a theoretical-practical phase of multidisciplinary training (approximately twenty weeks) plus an additional period of operational training supervised secondment in the designated PPOs. The content includes the EOMF, constitutional rights and guarantees, criminal procedural practice and a gender and equality perspective. Similarly, from the Specialised Unit on Occupational Safety and Health, with the objective of ensuring that work environments are safe, healthy and non-hostile as a fundamental right of workers, public prosecutors are also trained in this area, and on the proposal of the National Commission on Safety and Health of the Public Prosecution Service, a section on labour risk prevention has been incorporated since 2025 into the initial training, which constitutes an advance in the field of labour safety.

b) Continuing training
Since the approval of Royal Decree 312/2019, the GPO has competence over the strategic outlook of initial and continuing training plans for the prosecution career, in collaboration with the CEJ as the organisational operator. The Continuing Training Plan for 2025, approved by Decree of the Prosecutor General of 4 October 2024, provides for 66 training activities with 3,239 places, organised around cross-cutting themes including the fight against corruption and organised crime, transparency and ethics, the new model for criminal proceedings and training in human rights and international law, among others. In the annual continuing training plan, the GPO, through its Technical Secretariat and within the framework of the Public Prosecutor´s Training Plan, incorporates content aimed at stress management, occupational health and work-life balance. Thus, the 2025 Continuing Training Plan includes a 'modernisation and change management' theme which covers, among other content, aspects related to emotional management, stress control and leadership.

c) Cybersecurity training

In recent years, progressive advancement in this area has been consolidated. Within the framework of the 2024 Training Plan, the National Cybersecurity Institute (INCIBE) collaborated with the GPO in delivering the third basic cybersecurity course for prosecutors, lasting 38 hours spread over eight weeks. These actions are not always integrated into a comprehensive cybersecurity strategy specifically oriented towards protecting the prosecutor as an individual exposed to specific risks arising from their position.

Training is also available on the *Aula en Línea (*Online Classroom) platform on computer applications, two-factor authentication, remote access to virtualised applications and an AI document assistant.

d) Unplanned or informal learning
In practice, a significant part of security-related knowledge is acquired through direct professional experience, through interaction with specialised police units and through integration in prosecution offices with competences in high-risk areas (terrorism, organised crime).

e) International reference standards
In accordance with the standards established in the AIAMP Guide (2025), security training should include, in a structured way, self-protection techniques, risk identification, action protocols in response to threats, management of dangerous situations and periodic drills. The CCPE has repeatedly stressed — particularly in its Opinions No. 9 (2014) and No. 19 (2024) — that adequate and continuing training is an indispensable prerequisite for the independent and impartial exercise of the prosecution function.

In terms of assessment, the Spanish system has a consolidated initial and continuing training structure in this area, with a progressive incorporation of technological and computer security content and practical learning in specialised environments.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

The Spanish system shows a certain degree of sectoral development — for example, in data protection, access control, traceability, security breaches or sensitive document management — but these tools continue to appear dispersed, so it would be desirable to have a global security strategy for the Public Prosecution Service that provides a single model connecting physical security, digital security, privacy, self-protection, training, risk assessment and institutional monitoring.

What should be done or what is being done to address these challenges?. Among others, the following lines of action have been identified:

a). The development of a comprehensive security framework for the Public Prosecution Service with the development of specific and homogeneous protocols addressing both physical security per se and digital and organisational security.

b). Strengthening the preventive approach with identification of posts or functions at risk and periodic threat assessments beyond specific cases.

c). Improvement of digital security and identity protection with specific cybersecurity strategies and enhanced control over the dissemination of personal data.

d). Possible express inclusion of the family environment in protection systems with protocols for situations where risk extends to and measures adapted for the immediate family.

e). Progressive implementation of mandatory continuing training plans in security covering self-protection measures, risk management and cybersecurity, as well as structured initial and continuing training.

f). Improvement of institutional coordination, establishing stable coordination channels between institutions.

Therefore, among the measures that have been or should be promoted, the following stand out:

- the incorporation of specific digital security and data protection measures;
- the generalisation of periodic training in occupational safety and health, cybersecurity; and
- the adoption of homogeneous guidelines for handling particularly sensitive or publicly significant matters.

In this regard, the AIAMP´s Guide 2025 and the *Basic Guide of the Data Protection Officer of the GPO* already provide a useful technical basis upon which a more comprehensive and preventive framework could be built.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Legally speaking, the above mentioned Article 120 of RMF recognises, in general terms, the right of prosecutors to effective protection regarding safety and health in the exercise of their functions, and attributes to the Ministry of Justice the obligation to promote relevant measures in accordance with Law 31/1995 on Labour Risk Prevention. This provision provides the regulatory basis for recognising wellbeing as an institutional dimension of the exercise of the prosecution function.

Within the Public Prosecution Service itself, in 2022, pursuant to the Cooperation Agreement of 21 February 2022 between the GPO and the Ministry of Justice, the National Commission on Safety and Health of the Public Prosecution Service was set up, This is a joint-body for participation, consultation and coordination in the field of labour risk prevention, health and professional safety of members of the Public Prosecution Service.

Subsequently, in 2024, the Labour Risk Prevention Service for the Administration of Justice within the Public Prosecution Service was established, through the assignment of an labour risk prevention civil servant technician, located at the headquarters of the GPO, with functionally dependence to the Labour Risk Coordination Unit of the Ministry of the Presidency, Justice and Relations with Parliament.

The Council of Public Prosecutors, as advisory collegiate and representative body, acts as an interlocutor for identifying the institutional needs of members of the Public Prosecution Service.

Undoubtedly, these instruments reflect a concern for and institutional recognition of well-being; however, there is no specific authority with comprehensive competence over prosecutor´s well-being in the broad sense, as responsibility is distributed between the Ministry of Justice — as public employer in the field of labour risk prevention — the GPO and, with regard to material means at regional level, the Autonomous Communities with transferred competences in justice and the existing coordination bodies.

In this context, it is worth noting that the Plenary of the General Council of the Judiciary (CGPJ) approved last 25 March 2026 an Agreement aimed at strengthening the institutional treatment of the so-called “judicial health”, linking it to the proper functioning of the justice system and to judicial independence. However, this Agreement was the subject of a dissenting opinion, which defended the need to fully maintain the labour or occupational risk prevention framework and approach with a warning of the risk of weakening previously recognised regime and guarantees.

In general terms, spite of that institutional debate, a progressive evolution can be observed towards greater consideration of the well-being of legal practitioners as a relevant element for the quality of justice.

In comparative terms, the *EU Justice Scoreboard 2025* highlights that the most efficient European judicial systems are those that complement procedural and digitalisation reforms with sustained investment in the well-being and working conditions of judicial authorities (comprising judges and prosecutors) and staff, which undoubtedly points to the need to place the wellbeing of public prosecutors in a more prominent position on the Spanish institutional agenda.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

Article 120 of RMF set out that the Ministry of Justice, in accordance with Law 31/1995 of 8 November on Labour Risk Prevention and its implementing regulations, is the responsible for working risk prevention, which has resulted in the development of the Manual on Labour Risk Prevention by the Ministry of the Presidency, Justice and Relations with Parliament, with an Annex relating to the Public Prosecution Service that is adapted to the particularities of the Public Prosecutor´s career, as already referred to in the previous response.

The main initiatives identified are as follows:

a) Occupational risk prevention
The Ministry of Justice and the Autonomous Communities with transferred competences in this area are obliged to apply labour risk prevention rules of procedure in relation to judicial buildings and premises. This includes the assessment of psychosocial risks in the work environment, although the effective application of such assessments in the specific field of the prosecutorial functions is not sufficiently systematised.

b) Work-life balance measures
The RMF rules the system of leave, licences and administrative situations for prosecutors, in terms substantially equivalent to those recognised for the judicial career. This includes maternity

and paternity leave, leave for family care and forms of teleworking, in line with general civil service regulations.

c) Assistance services in situations of special vulnerability
The Ministry of Justice provides psychological care services for justice administration officials in certain Autonomous Communities, which may be accessible to prosecutors in situations of special stress arising from the exercise of their functions — particularly exposure to proceedings involving high emotional burden, such as those related to gender violence victims, minors or victims of terrorism. The coverage and scope of these services varies depending on the territory.

d) Well-being management training
The 2025 Continuing Training Plan for the Prosecution Career includes a 'modernisation and change management' theme that covers, among other content, aspects related to emotional management, stress management, occupational safety and health and leadership.

There is as yet no institutional and specific study on the well-being of Spanish public prosecutors. Professional associations, namely Asociación de Fiscales, in this regard are alerting in their reports and communications about the increase in workload, media pressure and the inadequacy of resources as determining risk factors in the exercise of the prosecution function, leading the GPO to convey to the Ministry of Justice the need to clearly determine the workloads of prosecutors.

Has this topic been the subject of any study?
The Support Unit of the Office of the GPO conveyed to the Ministry of Justice the need to determine workloads, with an active commission for its study and development, having commissioned the public company ISDEFE to carry out a technical study to systematically analyse the workload at PPOs, aimed at modernising the institution and preventing situations of overload that could negatively impact both the well-being of prosecutors and the efficiency of the service. At the time of writing these responses, there is no record of its publication.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

Since 2025 on the basis of a proposal made by the National Commission on Safety and Health of the Public Prosecution Service, a module on labour risk prevention has been incorporated into the initial training of the prosecution service career, which constitutes a small advance in the field of working safety.

In 2024, as already mentioned, an Labour Risk Prevention Service was established within the Public Prosecution Service, comprising a prevention technician, assigned to the Labour Risk Coordination Unit of the Ministry of Justice (Unidad de Coordinación de Riesgos Laborales, UCRL)[1].

[1]The UCRL has been assigned the following functions:
a) Promote occupational risk prevention within the Public Prosecution Service in general.
b) Provide necessary advisory and technical support to those responsible for each prosecution office or unit with staff under their charge, in compliance with occupational risk prevention regulations, drafting reports, proposals and recommendations under the supervision and guidelines of the UCRL.
c) Advise prosecutors and prevention delegate prosecutors on occupational health and safety matters, under the supervision and guidelines of the UCRL.
d) Conduct risk factor assessments that may affect the safety and health of prosecutors.

In addition to the National Commission on Safety and Health of the Public Prosecution Service and as mentioned in its list of functions, Delegated Prosecutors in charge of Safety and Health have been apprinted in each Spanish PPO, to assist prosecutors assigned to their respective offices.

The Spanish system envisages various channels for training and advice on the professional well-being of prosecutors, although of a predominantly non-structured or cross-cutting nature:

a) Within the Annual Plan framework

Training activities included in the Continuing Training Plans for public prosecutors incorporate content related to managing work under pressure, team leadership skills and institutional resilience, especially in the modernisation and change management theme of the 2025 Plan. In recent years, the GPO has offered a course on 'Preventive Measures against Stress'.

b) During initial training process

During the supervised placement phase of initial training — which takes place in the designated prosecution offices under the supervision of an appointed mentor prosecutor — new trainee-prosecutors receive practical guidance on workload management, organisation of professional activity and coping with the emotional demands of the role.

c) Informal support networks

Prosecution Boards meetings of the various PPOs act in practice as spaces for deliberation and exchange of experiences that informally contribute to institutional support among colleagues. Professional associations of prosecutors also constitute channels for advice and representation of career interests, including those related to wellbeing and working conditions.

d) Labour health services

In certain Autonomous Communities, prosecutors may access labour health and psychological care services offered within the general occupational risk prevention services of the justice administration. The existence and coverage of such services is not homogeneous throughout the national territory.

Finally, it should not be overlooked that the workload borne by members of the Public Prosecution Service negatively impacts their personal lives, so it would be desirable, as has been demanded by the *Asociación de Fiscales*, to have adequate mechanisms to alleviate the anxiety, stress or depression suffered by members of the prosecution career.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

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e) Propose, based on risk assessments, priorities for adopting appropriate preventive measures and monitoring their effectiveness.
f) Manage health surveillance for prosecutors regarding work-related risks.
g) Carry out necessary safety inspections.
h) Investigate serious, very serious and fatal accidents involving prosecutors, as well as incidents that due to their circumstances could represent a high level of risk.
i) Implement emergency and self-protection plans and conduct emergency and/or evacuation drills.
j) Advise and collaborate in the coordination of business activities with companies providing services at work centres belonging to the Public Prosecution Service.
k) Update, control, distribute and archive SGPRL documentation, the Manual and Procedures applicable to the Public Prosecution Service, as well as external documents and applicable regulations.
l) Any other preventive activities assigned by the UCRL.

The professional well-being of prosecutors in Spain is shaped by a series of deeply rooted structural factors. Chief among these is the sustained intensification of workload, driven by rising litigation rates, the growing specialisation of the Public Prosecution Service, and a persistent shortage of both human and material resources. Central to this challenge is the concept of the plantilla orgánica — the number of prosecutors legally assigned to each prosecution office — which, despite recent expansions, continues to fall short of what is required to handle the volume and complexity of cases effectively. The gap between the legally established staffing levels and operational demand places considerable strain on individual prosecutors, who must absorb caseloads that exceed what those figures were designed to sustain. Compounding this structural deficit is the continued exposure to proceedings of high emotional intensity, particularly in areas such as gender-based violence, human trafficking, crimes against child victims, corruption, and terrorism — fields that demand not only legal expertise but significant psychological resilience.

Well-being is further compromised by the pressure stemming from public and digital media scrutiny, which has intensified considerably in recent years and exerts a dual impact: it affects prosecutors' emotional health while simultaneously eroding their willingness to engage with the media. Beyond this, significant territorial disparities persist in access to psychological support services and psychosocial risk prevention, a consequence of the uneven distribution of competences across Autonomous Communities, which generates structural inequalities in the conditions under which prosecutors carry out their work depending on their place of assignment. Taken together, these circumstances expose a deeper institutional gap: the absence of a comprehensive well-being policy within the Public Prosecution Service. Existing initiatives tend to be addressed in a fragmented manner, framed almost exclusively within the narrow scope of labour risk prevention, and lack an overarching strategy capable of connecting service organisation, mental health care and the quality of prosecutorial role under the Spanish consttutional regime and for the primacy of the rule of law, into a coherent and sustainable framework.

Addressing these challenges requires, as a matter of priority, the establishment of an objective and stable workload measurement system, grounded in institutionalised indicators and predefined thresholds capable of triggering corrective measures, and directly linked to staffing planning — understood as the periodic review and adjustment of the plantilla orgánica — as well as to the allocation of material resources. Alongside this, it is advisable to adopt a comprehensive institutional well-being model that recognises well-being not as a peripheral concern but as a structural condition for the independence and effectiveness of the Public Prosecution Service, in line with European standards and with the initiatives already undertaken within the judicial career. Such a model should find concrete expression in a multi-year Institutional Well-being Plan, endowed with its own dedicated budget and built around the integration of psychological, physical and organisational dimensions. The Plan should further incorporate a robust framework of monitoring indicators and mechanisms for periodic evaluation system, as the other side of the coin of a desirable judicial status for public prosecutors, so as to ensure their independence, effectiveness and adaptability over time.

Among the complementary measures that may prove necessary, several deserve particular attention:

First, the commissioning of a dedicated study on psychosocial risk factors specific to the prosecution function, which would provide the empirical basis required to inform targeted interventions.

Second, the creation of specialised psychological support services with genuine territorial accessibility, ensuring that prosecutors across all Spanish regions benefit from equivalent provision regardless of their place of assignment.

Third, the mandatory inclusion in continuous training programmes of modules addressing stress management, burnout prevention and the psychological processing of traumatic situations — areas of particular relevance given the emotional demands inherent to prosecutorial work.

Fourth, the improvement of professional mobility conditions and work-life balance arrangements, adapting work organisation to the specific features and constraints of the prosecutorial career.

The effective implementation of all these measures would, in turn, require a clear and coherent organisational strategy: one that defines institutional roles and responsibilities, establishes structured communication channels, promotes awareness programmes within the Public Prosecution Service, and ensures the meaningful integration of the gender perspective — both in the analysis of occupational risks and in the design and evaluation of interventions.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

The remuneration of members of the Public Prosecution Service in Spain is set up in Law 15/2003 of 26 May, providing the general remuneration regime both for the judicial and prosecution careers. The foundational principle underpinning this framework is established in Article 403 of Organic Law 6/1985 of 1 July on the Judiciary (LOPJ) — to which Article 33(1) of the EOMF refers — which expressly provides that Public Prosecutors shall be equivalent to those of the Judicial Career in terms of honours, professional categories and remuneration. As a result, the salary structure of judges and prosecutors is formally identical.

Remuneration of prosecutors comprises a based-salary, plus destination and representation supplements — both of which vary according to the public prosecutor's proffessional category and the post held — as well as specific supplement, and, in certain cases, additional supplements for the performance of special duties. This structure was updated by Royal Decree 775/2023 of 3 October, which introduced gradual adjustments applicable to both careers between 2023 and mid-2024, in fulfilment of the agreement reached between the Ministry of Justice and representatives of professional associations.

From a comparative perspective, prosecutors' remuneration exceeds that of the general body of civil servants within the general State administration, a differential that is justified by the special constitutional nature of the prosecutorial function and the high qualification requirements attached to the post. Nevertheless, comparison with equivalent profiles in the private legal sector — in-house counsel, associates or partners at international law firms — reveals a considerable remuneration gap, particularly pronounced in the early stages of a prosecutor's career and at lower-category posts. This differential may, over time, undermine the attractiveness of the prosecution career for the most highly qualified legal professionals and bear on the Service's capacity to retain and recruit talent at the highest level.

Internal structural imbalances:

The most significant remuneration imbalance identified within the Spanish system does not arise from the relationship between prosecutors and other comparable professional groups, but from within the internal structure of the Prosecution Career itself. The marked disproportion between the number of second- and third-category posts in the *plantilla orgánica* gave rise to anomalous situations in which a third-category prosecutor could receive lower remuneration than a second-category prosecutor with less seniority and a lower position on the scale — an outcome directly at odds with the principle of equivalence enshrined in Article 33 of the EOMF. This structural disproportion was formally acknowledged as incompatible with the principle of remuneration equivalence between the prosecution and judicial careers, lending institutional recognition to what had long been experienced as a systemic injustice within the Service.

In response, Royal Decree 46/2024 of 16 January — subsequently integrated into Royal Decree 1100/2024 of 29 October — proceeded to convert 219 third-category posts into second-category posts, with the aim of progressively correcting this imbalance and restoring coherence to the internal remuneration structure. Notwithstanding this significant step, the process of achieving full equivalence between the two judicial careers has not yet been completed, and further adjustments to the composition of the *plantilla orgánica* remain necessary to consolidate the reform.

Spain's position in the European comparative context

In the European context, the *EU Justice Scoreboard* has included, since its 2023 edition, comparative data on the remuneration of judges and prosecutors in the Member States. The available data places the remuneration of Spanish prosecutors at a medium-high level within the European Union as a whole, although direct comparison is complex due to differences in public prosecution models and the cost of living in each country.

These data allow us to affirm that the remuneration of Spanish prosecutors is in a favourable position in the European comparative context, and well above the average of the general body of civil servants of the general State administration. Nevertheless, this relatively favourable position should not obscure the tensions and imbalances affecting remuneration adequacy in the specific context of the Spanish system, which are analysed below.

Remuneration adequacy in the Spanish socioeconomic context

Any assessment of the adequacy of prosecutors' remuneration must be conducted in relation to the broader socioeconomic conditions of the country and the specific demands inherent to the prosecutorial function. In this regard, several factors warrant particular attention.

In the first place, the current remuneration structure does not include any supplement linked to the cost of living at the place of assignment. This absence generates real and significant disparities in purchasing power between prosecutors posted to large urban centres — most notably Madrid and Barcelona, but also cities such as Palma de Mallorca and Málaga, where housing costs have risen sharply in recent years — and those assigned to smaller municipalities. Beyond its impact on individual well-being, this situation may discourage voluntary mobility and hinder the filling of posts in prosecution offices that combine high workloads with elevated costs of living, thereby affecting the operational capacity of the Public Prosecutor´s Service in precisely those locations where demand is greatest.

Secondly, the Association of Prosecutors (Asociación de Fiscales) has documented a sustained loss of purchasing power over the past fifteen years, attributable to a combination of wage freezes and successive increases in direct taxation on employment income. Although recent pay rises have partially offset this erosion, the recovery has not been complete, and the cumulative effect on prosecutors' real remuneration remains a source of legitimate concern.

Thirdly, the progressive intensification of workloads, the growing exposure to public and media scrutiny, and the increasing demands for technical specialisation — particularly in areas such as

organised crime, complex corruption and cybercrime — have generated a widening asymmetry between the responsibilities and personal exposure borne by prosecutors, on the one hand, and their level of remuneration, on the other. This growing disproportion deserves specific and sustained attention in the design of future remuneration policy.

Taken as a whole, the remuneration of Spanish prosecutors is formally equivalent to that of judges and compares favourably with the European average, affording them, in general terms, an adequate level of sufficiency relative to the socioeconomic conditions of the country. Nevertheless, several structural challenges remain unresolved and require continued institutional attention: the correction of the inter-category imbalance — still in progress — the absence of territorial supplements designed to compensate for differences in the cost of living, the remuneration gap with respect to the private legal sector in the early stages of the career, and the growing asymmetry between professional responsibility and remuneration. Addressing these challenges in a coherent and sustained manner is essential to guarantee the attractiveness, internal equity and long-term competitiveness of the Prosecution Career within the national legal market as a whole.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

The prosecutorial profession in Spain enjoys solid social and legal recognition, rooted in its constitutional configuration as a body of relevance under Article 124 of the Spanish Constitution. The Prosecution Career is widely regarded as a highly prestigious profession, characterised by demanding technical requirements and accessed exclusively through one of the most competitive public examinations in the Spanish legal system.

This standing is reflected in the profile of those currently entering the Service. The 63rd intake of the Prosecution Career — which commenced training at the Centre for Legal Studies in January 2025 — comprises 76 prosecutors in training, with an average age of 29 years, of whom 75% are women, consolidating the sustained trend towards the feminisation of the career that has characterised recent intakes. Notably, 15% of the members of this cohort are beneficiaries of the SERÉ Scholarships awarded by the Ministry of Justice, a programme specifically designed to reduce the socioeconomic burdens and barriers that have historically conditioned access to the career and to broaden the diversity of professional profiles within the Service.

Against this backdrop of institutional prestige, however, the *Asociación de Fiscales* has drawn attention to a worrying deterioration in the public image of the Prosecution Service in recent years. This erosion is attributable, to a significant degree, to the growing climate of political polarisation and the instrumentalisation of prosecutorial activity in the public sphere — a phenomenon that poses a genuine risk to the perception of the Service's independence and impartiality in the eyes of citizens.

Notwithstanding, the attractiveness of the public prosecutor role, this career faces a number of significant challenges when set against the broader range of opportunities available in the legal sector. Namely:

- The selection process is notably lengthy and economically demanding, factors that may deter candidates of lesser economic means from embarking on preparation, notwithstanding the existence of scholarship programmes designed to mitigate this barrier. This structural feature of the access system risks narrowing the socioeconomic diversity of those who ultimately join the Service.

- Furthermore, initial remuneration at the lowest categories of the career falls short of the packages offered by major international law firms to comparable profiles, a differential that may steer highly qualified legal talent towards the private sector at the very stage at which the Service most needs to attract it.
- Finally, the growing media pressure to which certain prosecutors are subjected — particularly in high-profile or politically sensitive cases — may produce a twofold deterrent effect: discouraging prospective candidates from pursuing access to the career, and constraining the free and independent exercise of the prosecutorial function by those already within it.

In this context, IN 2025 a Bill amending the EOMF was table before the Parliament, in parallel with the Criminal Procedure draft-Law currently under debate, which envisages the assumption of criminal investigation powers by the Prosecution Service. Among its central objectives, the reform seeks to reinforce the statute of independence of the Public Prosecution Service in its capacity as a judicial authority, and to establish an effective and reliable institutional communication policy — one that ensures citizens have access to accurate, impartial and truthful information about prosecutorial activity. In this regard, the capacity to communicate clearly and transparently what the Service is, what it does and how it does it constitutes not merely a reputational asset but a structurally necessary instrument for restoring the institutional prestige that has been eroded in recent years.

On the question of attracting the most qualified legal professionals to the Prosecution Service, it is important to note at the outset that access is governed exclusively by a public competitive examination (so-called concurso-oposición) common to both the judicial and prosecution careers. Entry from other legal professions is not permitted; participation in and passing this concurso-*oposición* is the sole route into the Service. As a consequence, virtually all newly appointed prosecutors are candidates who commenced their preparation immediately upon completing their law degree, and who therefore typically join the Service without prior professional experience. Within the broader landscape of the Spanish legal system, the competitive examination for access to the Prosecution and Judicial Careers ranks among the most prestigious and sought-after by the highest-performing academic and professional profiles, alongside other equally demanding processes such as those for notaries, property registrars and State lawyers. Nevertheless, the comparatively higher initial remuneration offered by the private legal sector continues to exert an influence on the professional choices of young law graduates, potentially diverting talent that might otherwise have oriented itself towards public service.

In this context, a draft law has been launched that would open a complementary access route for distinguished legal practitioners with more than five years of professional experience, with the aim of broadening the range of qualified and experienced profiles within the Service. This initiative reflects a growing awareness that the difficulty and duration of the current selection process, combined with the remuneration conditions at entry level, significantly shape the composition of the Prosecutorial Career and, by extension, its capacity for excellence and effective institutional functioning. It is therefore necessary for the access system of the Public Prosecution Service to evolve beyond a model whose essential features date from the nineteenth century — while preserving and reinforcing the objective criteria of merit, transparency and capacity that must remain the non-negotiable foundations of any reform — so as to ensure that the pursuit of modernisation does not come at the cost of the quality of justice.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for

the prosecutorial profession. What should be done or is being undertaken to address those challenges?[2]

A number of structural concerns have been identified in relation to the working conditions of public prosecutors in Spain, spanning the areas of remuneration, workload, material resources and institutional recognition.

With regard to remuneration, the regulatory framework expressly recognises the right to adequate compensation commensurate with the dignity of the prosecutorial function, its demanding qualification requirements, the strict incompatibility regime to which prosecutors are subject, and the professional responsibility inherent to the post. Notwithstanding this formal recognition, there is a widespread and well-documented perception of a sustained erosion of purchasing power over recent years, the cumulative effect of which has not been fully offset by the pay adjustments introduced during the same period. Compounding this, the existing supplement structure does not always provide sufficient compensation for the significant territorial disparities in the cost of living across the country — a shortcoming that falls with particular force on newly appointed prosecutors and on those assigned to posts in areas with high residential costs, where the gap between nominal remuneration and effective purchasing power is most acutely felt.

Secondly, workload management constitutes one of the most pressing structural challenges facing the Prosecution Service. The sustained increase in the volume and complexity of cases, combined with the progressive expansion of competences accompanying the commitment to specialisation -opted by the 2007 reform of the EOMF-, has not been met with a proportional strengthening of either the *plantilla orgánica* or the support staff available to prosecution offices. The resulting imbalance between institutional demand and available human resources directly affects the quality of the service provided, lengthens response times and erodes the conditions necessary for a sustainable work-life balance.

Beyond its operational consequences, this structural overload constitutes the principal psychosocial risk factor within the Prosecution Service. Its effects manifest in clinically significant levels of occupational stress and professional exhaustion — *burnout* — a syndrome formally recognised by the World Health Organization (WHO) as an occupational health phenomenon directly attributable to chronic workplace conditions, and included as such in the eleventh revision of the International Classification of Diseases (ICD-11). The prevalence of these conditions among prosecutors is not merely an individual welfare concern but a systemic risk that, if left unaddressed, may compromise the independence, effectiveness and institutional integrity of the prosecutorial function itself.

From a preventive occupational health perspective, the regulation and management of workload assumes particular importance in a profession such as that of public prosecutor, which is characterised by exceptionally high levels of responsibility and the chronic saturation of caseloads and tasks. In this context, the absence of adequate workload regulation — one that takes into account actual dedication and objective performance factors — prevents the real and effective identification, assessment and prevention of psychosomatic health risks affecting prosecutors. This regulatory gap also significantly limits the practical effectiveness of measures that might otherwise serve as meaningful corrective instruments: reductions in working hours or exemptions from duty rotas, for instance, can only function as genuine tools for work-life balance if they are accompanied by a proportional reduction in the volume of tasks required. Without this correspondence between formal relief and substantive workload, such measures

[2] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

risk becoming merely symbolic, offering the appearance of protection without addressing the structural conditions that generate the risk in the first place.

Thirdly, significant organisational and technological deficiencies persist within the Service. While the process of digitalisation has undoubtedly brought meaningful advances in the management of prosecutorial activity, its implementation has not always been accompanied by the conditions necessary to realise its full potential: sufficient interoperability between systems; genuine simplification of administrative processes and adequate specific training for prosecutors and civil servants support staff. As a result, digitalisation has in a number of instances produced the paradoxical effect of increasing the bureaucratic burden on prosecutors rather than alleviating it — adding layers of administrative complexity to an already saturated workload, rather than serving as the instrument of efficiency and relief it was designed to be.

At the institutional level, particular reference must be made to the European Commission's annual reports on the Rule of Law. The reports on Spain for 2023, 2024 and 2025 acknowledge the progress achieved following the drafted legal reforms to the EOMF tabled at the Parliament, specifically in relation to strengthening the statute and mandate of the Prosecutor General in line with European standards on the independence and autonomy. In addition to this overarching assessment, the reports highlight a number of concrete advances: the effective functioning of the Public Prosecutor´s Ethics Commission and the projected reforms in the field of incompatibilities are singled out as positive developments reflecting a genuine commitment to institutional integrity. At the same time, the reports maintain a watchful stance on the need to consolidate and deepen institutional trust — a dimension that, in the Commission's view, requires sustained attention and continued reform efforts beyond the legislative measures already adopted.

To address these challenges, the GPO identifies several priority lines of action, all of which are framed within the broader and urgent need to reform the outdated 1882 Code of Criminal Procedure — a reform currently being processed in Parliament that seeks to fundamentally transform the criminal investigation model in Spain. In this regard, it is worth noting that the reform, at its pre-legislative stage, received the support of both the Public Prosecutors´ Council and the CGPJ, whose reports endorsed a criminal investigation model in which Public Prosecutors assume the direction of pre-trial investigation — a shift that would bring the Spanish system into closer alignment with the standards prevailing in comparable European legal orders and with the recommendations of European institutions on the independence and effectiveness of prosecution authorities.

Once this foundational reform has been addressed, a series of complementary structural measures should follow in a coordinated and sustained manner. Objective workload studies should be established, underpinned by reasonable case-weighting modules and subject to periodic review, linked directly to the planning of the *plantilla orgánica*. The expansion of posts initiated by Royal Decree 1100/2024 should be continued and consolidated, accompanied by a proportional reinforcement of support staff in PPOs. The technological modernisation should be pursued through the deployment of genuinely interoperable and operationally effective tools, designed to simplify rather than compound the administrative burden on prosecutors. The remuneration system should be revised with the dual aim of recovering the purchasing power lost over recent years and adapting salary structures to the actual cost of living at each place of assignment. Finally, comprehensive professional well-being policies should be developed, integrating the prevention of psychosocial risks, specialised psychological support and organisational measures capable of addressing the structural conditions that generate occupational stress and burnout within the Service.

Improving prosecutors' working conditions is not merely a response to a legitimate professional demand. It constitutes, more fundamentally, an essential institutional requirement for

guaranteeing a Public Prosecution Service that is effective, genuinely independent and fully aligned with European standards of the Rule of Law — a Service capable of fulfilling its constitutional mandate with the integrity, resilience and authority that democratic societies have a right to expect.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

The Spanish Public Prosecution Service operates within a clear and transparent governance and management structure, defined in the EOMF and further developed by the RMF. This organisational framework rests on foundational principles — legality and impartiality- completed by other instrumental principles - unity of action, hierarchical dependency and functional autonomy — which together provide a stable and transparent basis for the distribution of responsibilities and the direction of prosecutorial activity across the Service.

The ordinary distribution of work within each prosecution office falls to the respective Chief Prosecutor (Fiscal Jefe), who is responsible for organising services and assigning matters among the prosecutors posted at the PPOs. This competence is expressly governed by Article 20 of the RMF, which literally provides:

"Chief Prosecutors shall be responsible for the organisation of services and the transparent and equitable distribution of work among the staff of their prosecution office."

This provision is of particular structural significance, as it establishes that the internal distribution of work must be governed by three interconnected principles: transparency, requiring that distribution criteria be known, objective and consistently applied; equity, ensuring that workloads are allocated in a balanced manner that avoids disproportionate burdens on individual prosecutors; and organisational effectiveness, demanding that distribution decisions take into account the operational needs of the Prosecutor´s Service as a whole. Together, these principles frame the role of the Chief Prosecutor not merely as an administrative manager but as a guarantor of the conditions necessary for the fair and effective functioning of the concerned PPO.

In practice, the assignment of matters within each PPO takes into account a combination of operational and organisational factors, including: the subject-matter specialisation of individual prosecutors; the volume of incoming cases and the need to ensure a balanced distribution of caseloads; the importance of maintaining continuity in complex or long-running proceedings; the professional experience of the prosecutors available; the scheduling of trials and hearings, duty rotas (*cuadrante de guardias*) and individual availability; as well as *ad hoc* service needs arising from particular circumstances. The interplay of these factors requires Chief Prosecutors to exercise considered organisational decision-making power, balancing individual capacity with collective efficiency.

The Prosecution Board (Junta de Fiscalía) of each PPO serves as the principal participation mechanism through which public prosecutors contribute to the organisation of activity and to the development of common action criteria within the office. In larger PPOs, internal organisation is frequently structured through deans, coordinators and delegated prosecutors heading specialised sections, functional areas or shared common services, allowing for a more systematic and efficient management of complex or high-volume caseloads.

Oversight of this organisational framework is entrusted to the Prosecution Inspectorate, integrated within the GPO, whose functions are defined in the 2022 RMF. These encompass verifying the functioning of PPOs; reviewing case processing and dispatch practices; analysing the adequacy of human and material resources; examining complaints received; and proposing organisational improvements where deficiencies are identified. The Inspectorate exercises permanent supervisory functions over all bodies of the Public Prosecution Service, without prejudice to the inspection competences also vested in the regional Superior Prosecution Offices (Fiscalías Superiores) — a dual and complementary structure that ensures supervisory coverage at both the central and territorial levels of the Service.

Although the existing legal framework establishes clear principles, it would be advisable to move towards previously defined and foreseeable distribution criterion known to all staff, thus reinforcing the perception of equity and predictability.

Actually, the preparation of these work-plans are integrated into the projects of those applying for Chief of PPOs posts with management functions, thus contributing to a more transparent and homogeneous organisational culture.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

The Spanish system provides for a range of instruments designed to ensure the equitable distribution of work and to prevent disproportionate workload concentrations among prosecutors, including those in management positions.

The first of these is the productivity report system. The Public Prosecution Service operates a workload management framework based on productivity reports, which enable the quantitative monitoring of the activity of individual prosecutors and prosecution offices as a whole. Managed through institutional information systems, these reports serve as an internal tool for workload distribution and resource planning, providing Chief Prosecutors and senior management with an objective basis for organisational decision-making.

The second instrument is the competitive assessment and post-filling system. Access to staff posts within the Prosecution Service is governed by a system of competitive transfer and promotion examinations, conducted on the basis of objective criteria of merit and capacity. This mechanism allows the territorial distribution of prosecutorial staff to be adjusted in response to the specific needs and workload levels of each prosecution office, contributing to a more balanced allocation of human resources across the Service.

The third instrument is the Prosecution Board. Within each prosecution body, the Prosecution Board (*Junta de Fiscalía*) is empowered to submit proposals to the Chief Prosecutor for the redistribution of matters whenever significant workload imbalances are detected among the prosecutors of the office. This participatory mechanism ensures that workload concerns can be raised and addressed through a structured institutional channel, rather than left to the discretion of individual management decisions alone.

The fourth instrument consists of modifications to the *plantilla orgánica*. Where the workload of a PPO sustainably exceeds the capacity of its existing establishment, the GPO may propose to the Government the creation of new posts or the modification of the *plantilla orgánica* to bring staffing levels into closer alignment with operational demand. This power has been exercised recurrently in recent years, reflecting the structural and persistent nature of the workload pressures affecting the Service.

Notwithstanding the measures described above, a significant structural limitation persists: the absence of an objective and institutionalised system of reliable workload indicators of general application, equipped with predefined thresholds capable of automatically triggering corrective measures when critical levels of saturation are reached. This gap prevents the Spanish Prosecution Service from responding to workload imbalances in a systematic and reasonable advance or timely manner, and limits the capacity of management bodies to anticipate and address structural overload before it translates into organisational dysfunction or individual occupational harm. The GPO considers that addressing this deficiency should constitute a priority objective within the broader framework of the modernisation of the Spanish Public Prosecution Service management — a process that must necessarily follow, and be informed by, the reform of the Criminal Procedure Code currently under parliamentary consideration.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

The Spanish legal framework provides a robust set of ethical and professional standards of constitutional and statutory rank, designed to guarantee the impartiality and objectivity of prosecutors — including those exercising management functions — through a range of complementary instruments:

a) The Code of Ethics of the Public Prosecution Service

In keeping with the recommendations of the CCPE — most notably Opinion nº 13 (2018) *on the independence, accountability and ethics of prosecutors*, and Opinion nº 19 (2024) *on the management of prosecution services to ensure their independence and impartiality* — which advocate for the adoption of codes of ethics specific to public prosecution services, distinct from those applicable to the judiciary, and for the establishment of internal bodies for ethical consultation, the GPO approved in 2020 the *Code of Ethics* of Public Prosecuors. The Code sets out the deontological principles that should govern public prosecutors' conduct in the exercise of their functions: objectivity and impartiality, functional independence, legality, probity, transparency, personal integrity and prudence in external relations. It also devotes specific attention to a range of conduct-related areas of particular contemporary relevance, including relations with the media, the use of social networks, the duty of confidentiality and discretion with respect to ongoing matters, and the prohibition of statements that could compromise the perception of the Public Prosecutor Service's independence in the eyes of the public.

Building on this normative foundation, the Prosecutorial Ethics Commission was formally set up the 26 September 2022. Since its creation, the Commission has discharged the functions attributed to it under the Code, contributing to its interpretation and practical application through the issuance of reports and non-binding opinions — thereby providing prosecutors with an authoritative and accessible channel for ethical guidance in the exercise of their professional responsibilities.

b) 1981 EOMF and 2022 RMF

The deontological framework established by the Code of Ethics is complemented and reinforced by the legal and regulatory provisions governing Public Prosecutors´ career. Articles 57 to 59 of the EOMF regulate the disciplinary regime applicable to Spanish Public Prosecutors, which encompasses the categorisation of offences related to conduct incompatible with the principles of impartiality and objectivity — thereby providing a binding normative basis for the enforcement of ethical standards beyond the advisory function of the Code. The 2022 RMF, further develops the personal and professional statute of public prosecutors, with particular attention to the incompatibilities regime and the conduct duties to which prosecutors are subject in the exercise of their functions — consolidating, at the regulatory level, the integrity standards that the institutional framework as a whole seeks to uphold.

c) Restrictions on political participation and involvement

The statutory framework also establishes clear and stringent restrictions on the participation of public prosecutors in political activities, designed to preserve both the independence of the Service and public confidence in its impartiality. The Prosecution Career is subject to a strict incompatibility regime that prohibits engagement in any activity incompatible with the objective and impartial exercise of the prosecutorial function. In addition, the Code of Ethics calls for the exercise of maximum prudence in relation to ideological and political expressions — whether public or otherwise — that could undermine the perception of independence and impartiality of the Public Prosecution Service in the eyes of citizens, recognising that formal entitlement does not exempt prosecutors from the broader deontological obligations inherent to their function.

Namely, this regime expressly includes the prohibition on affiliation to political parties, reflecting the legislature's determination to maintain a clear and visible separation between the prosecutorial function and partisan political allegiance. Furthermore, in the specific domain of political participation, prosecutors in active service may neither stand as candidates in electoral processes nor assume elected public office. Those wishing to do so are required to request voluntary leave of absence, thereby placing a clear institutional boundary between the exercise of prosecutorial functions and engagement in the political sphere.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

Despite its consolidated organic structure, the Spanish Public Prosecution Service faces a number of persistent challenges that affect the efficient management of the institution and its capacity to respond to growing operational demands.

The most structurally significant of these is the absence of a real and full budgetary and organisational autonomy. The Service does not possess independent capacity to plan and manage its human, technological and infrastructure resources directly; instead, it remains largely dependent on the Ministry of Justice and, across a significant portion of the national territory, on those Autonomous Communities that have assumed transferred competences in this domain. This institutional and economic dependency produces a series of compounding effects: it hinders the development of homogeneous strategic planning across the Prosecution Service as a whole; slows the decision-making processes necessary for an agile and responsive organisation, and limits the ability of management bodies to adapt available resources to the actual and evolving needs of each PPO. The result is a structural asymmetry between the operational demands placed on the Prosecution Service and its effective capacity to address them autonomously, through its own organisational initiative.

The relevance of this challenge is underscored at the European level by the *EU Justice Scoreboard 2025*, which identifies the availability of adequate resources, sufficient administrative capacity and advanced digitalisation as essential conditions for the quality and effectiveness of justice systems — a standard against which the current limitations of the Spanish model merit sustained institutional attention.

A further structural challenge lies in the absence of adequately staffed professional management structures within PPOs. Unlike other areas of the public administration, the Service generally lacks specialised management and technical profiles — such as public managers, data analysts, documentalists, human resources specialists, or profiles equivalent to Court Clerks or Stata Administration Technical Civil Servants or from Regional Administrations — capable of assuming permanent organisational and administrative functions on a professional basis. This gap in the supporting professional infrastructure means that a substantial volume of material management tasks falls, by default, to Chief Prosecutors whose primary function is technically-legal in nature or consists in directing the proceedings in which the prosecutors of their PPOs intervene. The consequences of this structural deficit are threefold: it generates additional administrative burden to operational workload core functions on senior prosecutors; it reduces the degree of professionalisation in the internal management of PPOs; and it creates significant obstacles to the effective driving of modernisation and organisational reform processes, which require dedicated managerial capacity that the current structure does not provide.

Another challenge of considerable significance is the persistent insufficiency of prosecution office staffing relative to actual workload demands. Despite the increase in posts approved in recent years — most notably through the expansion of the *plantilla orgánica* initiated by Royal Decree 1100/2024 — the number of prosecutors available across the Service continues to fall short of what is required to handle the volume and complexity of cases effectively, and difficulties in filling certain posts compound this deficit in specific offices and territories.

Alongside this, significant territorial inequalities persist in the availability of material and technological resources, a structural consequence of the decentralised model of justice administration in Spain. The distribution of competences between the State and those Autonomous Communities that have assumed transferred functions in this domain produces notable disparities in working conditions and operational capacity among PPOs across the national territory — disparities that sit uneasily alongside the principle of unity of action that is foundational to the Service.

Finally, it would be advisable to continue advancing in two interrelated areas of institutional governance: the development of objective and transparent performance evaluation systems for public prosecutors exercising management functions; and the reinforcement of transparency and objectivity criteria in the making of discretionary appointments. Progress in both areas would contribute to strengthening internal accountability, enhancing the legitimacy of management decisions and consolidating the conditions necessary for a merit-based and professionally credible institutional culture within the Prosecution Service.

Addressing these challenges calls for a coordinated and sustained set of structural measures, pursued progressively and with clear institutional commitment. In the first place, it would be advisable to reinforce the management and budgetary autonomy of the Public Prosecution Service, providing it with the independent capacity to plan and allocate its human, technological and infrastructure resources in direct response to operational needs. Alongside this, the creation of stable professional structures to support management — staffed by specialised technical and administrative profiles — would relieve prosecutors with management responsibilities of the organisational burden that currently falls to them by default, and would lay the foundations for a more professionalised and effective institutional management model.

The continued expansion of the *plantilla orgánica* of public prosecutors acompained by the reinforcement of auxiliary and support staff or personnel across PPOs should equally be pursued as a sustained priority, linked to objective workload indicators rather than driven solely by reactive responses to acute situations. In parallel, the homogenisation of digitalisation levels and material resources throughout the national territory would address the structural inequalities that currently generate significant disparities in working conditions and operational capacity among prosecution offices — inequalities that are incompatible with the principle of unity of action that defines the Service. This process should be accompanied by the implementation of digital case management systems, grounded in objective and verifiable indicators, capable of providing management bodies with the information necessary for evidence-informed decision-making.

Finally, the intensification of specific training in leadership, organisation and institutional management for prosecutors exercising management responsibilities would complement the structural measures outlined above, ensuring that the human dimension of management capacity keeps pace with the organisational reforms being pursued. Taken together, these measures would consolidate a Public Prosecution Service that is more modern, more efficient and better equipped to respond with the agility and effectiveness that the demands of the Rule of Law require.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

In Spain, relations between the Public Prosecution Service and the media are governed by a regulatory and deontological framework aimed at reconciling the right to information enshrined in Article 20 of the Spanish Constitution with the demands inherent to fundamental guarantees that must attend criminal proceedings — the presumption of innocence, confidentiality, the protection of privacy, institutional impartiality and respect for the rights of all those affected by prosecutorial activity. The primary legal basis for this framework is found in Article 4.5 of the EOMF, which expressly empowers the Prosecution Service to inform the public about events falling within its sphere of competence, subject at all times to the requirements of procedural secrecy, the duty of confidentiality and the protection of the rights of those involved.

This framework is developed mainly in Instruction 3/2005 of the GPO of 7 April on relations of the Public Prosecution Service with the media, as well as in the aforementioned Code of Ethics of the Public Prosecutors (2020). Both documents are inspired by European standards, reflected, among others, in Recommendation Rec(2003)13 of the Committee of Ministers of the Council of Europe and Opinions No. 8 (2013) and No. 10 (2015) of the CCPE, which stress that institutional communication must be objective, truthful, prudent, neutral and impartial, avoiding any interference in ongoing investigations, parallel trials or assessments that compromise the neutrality of the Public Prosecution Service.

Instruction No. 3/2005 of the GPO also establishes a specific organisational system. Each PPO may designate a Spokesperson Prosecutor, appointed by the Chief Prosecutor after consulting the Prosecution Board, responsible for channelling ordinary relations with the media, under the direction of the Chief Prosecutor, ensuring the institutional consistency of communications. As a

general rule, public information is sought to be institutional and centralised, avoiding uncoordinated individual declarations on matters in progress. Equal treatment of media organisations is also emphasised, as is the special protection of minors and victims, the prevention of secondary victimisation and strict respect for the presumption of innocence. In the other prosecution offices, the communication function falls to the Regional Prosecutor, the Chief Prosecutor or the prosecutor designated as spokesperson, in most cases without dedicated communication professionals, which generates a significant asymmetry in communication capacity between the various prosecution offices.

To try to address this situation, at the level of the Office of the GPO, the 2022 RMF set up in its single additional provision, the post of Director of Communications of the Office of the GPO, for the performance of trust or special advisory functions in the field of institutional communication and information relations. This post was filled with effect from 1 September 2022. The Communications Office of the GPO also has a communications coordinator with the status of permanent employee. Therefore, the Office of the GPO has a specialised Communications Department responsible for relations with national and international media, the preparation of press releases, the coordination of interviews and public appearances, and the dissemination of institutional information through the official website www.fiscal.es . This department also acts as a support and coordination body with territorial and specialised prosecution offices.

With regard to social networks, the Public Prosecution Service maintains its own institutional profiles — currently on platforms such as X, Instagram and YouTube — managed by the Communications Department. These channels are used to disseminate institutional information, training activities, participation in national and international forums, public awareness campaigns and explanatory content on the constitutional functions of the Public Prosecution Service. The use of social networks is therefore conceived as an extension of the institutional transparency policy, subject to the same principles of objectivity, prudence and respect for fundamental rights that govern communication with traditional media.

In conclusion, Spain has a regulated and professionalised model of public communication for the Public Prosecution Service, based on the institutional centralisation of information, the existence of designated spokespersons and a specialised communications department, all within a framework that seeks to simultaneously preserve public transparency and the guarantees inherent to criminal proceedings.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

As noted above, Instruction nº 3/2005 attributes to the GPO a coordinating and centralising role in the management of institutional communication, which becomes particularly relevant when matters acquire national dimensions or generate media interest that transcends the territorial scope of the PPO primarily responsible for the case. In such circumstances, the centralisation of information tasks at the level of the GPO serves to ensure the consistency, coherence and institutional neutrality of public communications, preventing the fragmentation or dispersion of messaging that could arise from uncoordinated responses across different prosecution offices.

Public Prosecutors are authorised to respond to media inquiries within the framework established by Instruction nº 3/2005, subject at all times to the limits imposed by confidentiality and to the precautions arising from the principles of presumption of innocence and respect for fundamental rights. Beyond this reactive dimension, the Instruction nº 3/2005 adopts a notably proactive stance: it urges prosecutors to assume an active role in facilitating accurate and

truthful information to the public, taking the institutional initiative — from the moment proceedings are opened — in cases of particular social relevance. This proactive approach reflects a deliberate regulatory choice to frame institutional communication not merely as a response to external media pressure, but as an instrument through which the Public Prosecution Service fulfils its broader obligation of transparency towards citizens and contributes to the prevention of informational vacuums that could otherwise be filled by inaccurate or misleading accounts of prosecutorial activity. The Instruction urges prosecutors to assume an active role in facilitating truthful information, taking the initiative in cases of social relevance from the moment proceedings are initiated.

The Communications Office at the GPO is available to all prosecution offices — whether or not they have their own communications professionals — to assist them and coordinate actions in cases that so require.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

The conduct of public prosecutors in their relations with the media and in their use of social networks is governed by a layered set of internal normative instruments, comprising institutional instructions and the deontological principles progressively elaborated through the advisory opinions and responses issued by the Spanish Public Prosecutors´ Ethics Commission in response to queries referred to it. Together, these instruments pursue a common regulatory objective: to reconcile the exercise of freedom of expression and the right to information — to which prosecutors, as citizens, are equally entitled — with the duties of impartiality, confidentiality and protection of fundamental rights that are inherent to the prosecutorial function and that must condition its public expression in every context, including digital and media environments.

The primary constitutional foundation of the Spanish legal framework is Article 124 of the Spanish Constitution, which configures the Public Prosecution Service as an institution whose action is governed by the principles of legality and impartiality — principles that necessarily extend to, and condition, its public communications. At the statutory level, Article 4.5 of the EOMF provides the specific legal basis for institutional communication, expressly authorising the Prosecution Service to inform the public about matters falling within its sphere of competence, subject at all times to the requirements of procedural confidentiality, the duty of professional secrecy and the protection of the rights of all those affected by prosecutorial activity. Read together, these two provisions establish both the institutional identity of the Service as a guarantor of legality and impartiality, and the conditions under which its public communication function may be legitimately exercised.

Building upon this legal basis, Instruction nº. 3/2005 of the GPO, on relations of the Public Prosecution Service with the media, set out the general criteria governing public statements by public prosecutors. The Instruction provides that all information made available to the public must be institutional, objective, truthful and prudent in character — qualities that define not only the content of communications but the manner in which they are delivered. To this end, it expressly proscribes personal assessments, public controversies and any statements that could compromise the integrity and conficentiality of ongoing investigations, the presumption of innocence of those under investigation, the privacy of those affected by proceedings, or the principle of equality between the procedural parties. In structural terms, the Instruction promotes the channelling of external communications through designated spokesperson prosecutors or official communication services, thereby ensuring that public information is managed in a

coordinated and institutionally consistent manner, and that individual public prosecutors are not exposed to the reputational and procedural risks that uncoordinated media engagement can entail.

At the deontological level, the Public Prosecutor´s Code of Ethics (2020) establishes a set of principles[3] expressly applicable to prosecutors´ public conduct, extending their reach to digital environments and the use of social networks. These principles articulate a coherent framework of obligations and commitments that complement and reinforce the regulatory provisions of Instruction nº 3/2005.

The Code of Ethics calls for prudence and restraint in public statements, grounded in the recognition that prosecutors exercise their right to freedom of expression as citizens whilst remaining bound, at all times, by the obligations arising from professional secrecy or confidenciality, discretion and respect for the rights of individuals. It imposes a duty to preserve the appearance of impartiality and objectivity — not only in the content of communications but in the choice of channels and formats through which they are delivered — and a corresponding obligation to avoid conduct or expressions that could undermine public confidence in the institution or compromise the regard that citizens should have for the administration of justice. To this end, the Code of Ethics expressly proscribes participation in public debate on pending proceedings, whilst permitting — and indeed encouraging — engagement in broader public discussions on law, the administration of justice and the promotion and protection of human rights, within the limits of neutrality and institutional correctness.

The Code of Ethics also recognises the educational and transparency dimensions of the prosecutorial function. Prosecutors are called upon to disseminate knowledge of the functions and purposes of the Public Prosecution Service through their relations with the media, and to promote the use of new technologies as an instrument of institutional accountability — an obligation that falls with particular force on prosecutors exercising management responsibilities. The latter are further required to report on institutionally subscribed agreements and protocols in

[3]The Code of Ethics of Public Prosecutors (2020) sets out in section 1 the principles that must govern their conduct vis-à-vis the media:
1. Prosecutors undertake to exercise with prudence the right to freedom of expression that belongs to them as citizens, respecting at all times the obligations arising from professional secrecy, reserve, discretion and consideration for the rights of individuals, taking special care to avoid conduct or judgements that may compromise their impartiality and objectivity, as well as the image and credibility of the Public Prosecution Service.
2. Prosecutors undertake to maintain constitutional loyalty, strengthen confidence in justice and refrain from any action that may be perceived as affecting their independence and impartiality and/or that would be detrimental to the regard that citizens should have for the administration of justice.
3. Prosecutors may participate in public debates on law and the administration of justice, as well as on the promotion or protection of human rights, refraining from public debate on pending proceedings.
4. Prosecutors undertake to disseminate, in their relationship with the media, knowledge of the functions and purposes of the Public Prosecution Service.
5. Prosecutors undertake to make the Prosecution Service the channel for any eventual response and/or correction of information that does not correspond to reality or affects the work carried out by the Prosecution Service or the prosecutor in question.
6. Prosecutors undertake to avoid, in their relationship with the media, any preferential treatment, and must assess whether the characteristics and format of the medium or programme allow the message to be conveyed rigorously and objectively.
7. When using social media, when identifying themselves directly or indirectly as prosecutors, they undertake to act in accordance with the rules and principles set out herein and in accordance with the institutional role of their function.
8. Prosecutors, and especially those in managerial positions, undertake to promote the use and participation in new technologies to report on their activities.
9. Prosecutors exercising managerial responsibilities undertake to report on institutionally subscribed and in-force agreements and protocols, provided this does not prejudice the exercise of the function and without prejudice to compliance with Law 19/2013, of 9 December, on transparency, access to public information and good governance.

force, in accordance with the transparency obligations established by Law 19/2013 of 9 December on transparency, access to public information and good governance, provided that such disclosure does not prejudice the exercise of the prosecutorial function.

Finally, the Code of Ethics addresses the integrity of institutional communication in two further respects: it establishes an obligation to channel any correction of inaccurate information through the Prosecution Service itself, avoiding individual responses that could generate inconsistency or institutional fragmentation; and it requires prosecutors to assess, before engaging with any media outlet or programme, whether its characteristics and format are genuinely compatible with the rigorous and objective transmission of the intended message — a provision that reflects a sophisticated awareness of the reputational and procedural risks inherent to unmediated media exposure.

Although Instruction nº 3/2005 of the GPO predates the emergence and widespread consolidation of social networks as a primary medium of public communication, its founding principles are considered fully applicable to public prosecutors' use of digital platforms — a position that reflects the enduring relevance of the values underpinning the Instruction, irrespective of the technological context in which they are exercised. Accordingly, publications and interventions on social networks are subject to the same standards of conduct required of any public statement by a public prosecutor: discretion, moderation, institutional respect, strict observance of confidentiality obligations, and abstention from any comment that could affect the integrity of ongoing proceedings, anticipate judicial outcomes or compromise the perception of impartiality and independence of the Public Prosecution Service in the eyes of the public. In this respect, the digital environment does not diminish the deontological obligations of prosecutors; if anything, the immediacy, reach and permanence of social media communications reinforce the need for the heightened prudence that the institutional framework demands.

The internal regulatory framework described above is further complemented by a series of European standards of growing normative relevance. Namely, Opinion nº. 8 (2013) of the CCPE *on relations between prosecutors and the media* addresses directly the tension between institutional transparency and the fundamental guarantees that must attend criminal proceedings, emphasising the need to reconcile the legitimate public interest in information with the right to a fair trial, the presumption of innocence, the protection of private life and the dignity of all persons involved. This analysis was subsequently developed and deepened in Opinion nº. 13 (2018) *on the independence, accountability and ethics of prosecutors*, which set up the scheme on the regulation of media relations within the broader framework of prosecutorial ethics and institutional accountability.

These instruments are preceded, at the level of prosecutorial practice, by the *Budapest Guidelines* — the principles on ethics and conduct for prosecutors approved by the Conference of European Prosecutors General in Budapest on 31 May 2005 — which constitute one of the earliest and most recognised European references in this field. Among the principles enshrined in the *Budapest Guidelines* are the duty to maintain due respect for the presumption of innocence and the dignity of all persons involved in proceedings, and the prohibition on using information obtained in the exercise of prosecutorial functions for personal purposes — principles whose continued relevance is reflected in the deontological frameworks subsequently adopted at both the European and national levels.

At the Ibero-American level, the General Assembly of the Ibero-American Association of Public Prosecutors (AIAMP) — of which the Spanish Office of the Attorney General of the State is a member — approved in 2022 the Charter of Ethical Principles of Ibero-American Public Prosecution Services. The principles enshrined in this deliverable are broadly consistent with those governing the conduct of Spanish prosecutors, reflecting a shared deontological culture across the Ibero-American prosecutorial space and confirming the convergence between the

Spanish regulatory framework and the ethical standards progressively consolidated at the regional level.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

The main challenge identified in Spain in this domain is the significant structural asymmetry in institutional communication capacity between the GPO and the majority of territorial PPOs. While the GPO benefits from a specialised Communications Department — staffed by dedicated professionals and equipped to manage relations with national and international media in a coordinated and technically proficient manner — most regional, provincial and local PPOs lack equivalent resources, operating without permanent communication professionals and relying instead on prosecutors or management staff who must absorb these responsibilities alongside their core functions.

This disparity produces a series of interconnected consequences: it may hinder the capacity of territorial offices to respond swiftly and with technical adequacy to matters of public relevance arising within their jurisdiction; it generates inequalities in the quality and consistency of the information made available to the public across different parts of the national territory; and it risks undermining the overall coherence of the institutional communication of the prosecution Service as a whole, particularly in cases that simultaneously involve various PPOs or attract media attention at different territorial levels. The 2025 Annual Report of the GPO has itself acknowledged these limitations, underscoring the advisability of progressively reinforcing professional communication structures at the territorial level as a necessary condition for ensuring a more homogeneous, effective and institutionally consistent media coverage or outreach/communication model across the Prosecution Service.

A second challenge of growing institutional significance arises from the intensification of media pressure in high-profile proceedings — particularly in investigations relating to corruption, organised crime, or matters carrying significant political or social dimensions. In such cases, a profound and structurally difficult tension emerges between two sets of imperatives that the Public Prosecution Service is simultaneously bound to honour: on the one hand, the duty of institutional transparency and the legitimate public interest in being informed about matters of general relevance; and on the other, the equally fundamental need to preserve procedural confidentiality, safeguard the impartiality of ongoing investigations and maintain public confidence in the objectivity and independence of prosecutorial action. The management of this tension is particularly delicate in proceedings that attract sustained and intense media scrutiny, where the risk of parallel trials conducted in the public sphere — with potentially prejudicial effects on the presumption of innocence and the integrity of the proceedings — is at its highest.

This issue was directly addressed by the Public Prosecutors Ethics Commission in its Agreement on Query 3/2023, adopted on 15 November 2023. The Agreement reaffirms that prosecutors enjoy the right to freedom of expression in their capacity as citizens, but emphasises that the exercise of this right must be governed, in the specific context of the prosecutorial function, by a demanding standard of self-restraint, prudence, moderation and institutional loyalty — a standard that applies with particular force when prosecutors intervene publicly by virtue of, or in connection with, their professional status. Of particular significance is the Commission's assessment that the expression of public opinions on specific judicial proceedings prior to their final ruling, decision or judgement carries a heightened risk of

compromising both the appearance of impartiality and the public confidence that the institution as a whole has an obligation to preserve. This consideration leads the Commission to identify such conduct as especially incompatible with the deontological obligations inherent to the prosecutorial function, irrespective of the formal entitlement to freedom of expression from which prosecutors benefit as citizens.

A third challenge concerns the need for more specific and updated regulation governing prosecutors' use of social networks. Although the EOMF, Instruction nº. 3/2005, the Code of Ethics and the aforementioned Ethics Commission Agreement, collectively provide a set of general principles applicable to the digital environment, no detailed regulatory instrument yet exists that delimits with sufficient precision the boundaries applicable to a range of conduct-related issues of growing practical relevance: the exercise of personal freedom of expression in digital spaces, participation in public debates on legal or institutional matters, the expression of institutional criticism, the preservation of the appearance of neutrality, and the dissemination of legal opinions or commentaries on digital platforms. This regulatory gap is particularly significant given the speed, reach and permanence that characterise social media communications, and the heightened reputational and procedural risks they entail for an institution whose public credibility rests on the perception of its impartiality and independence.

In this respect, the 2023 Ethics Commission Agreement represents a meaningful step towards greater normative clarity, by drawing a significant distinction between two different contexts of public intervention. In academic or strictly professional settings — such as scholarly publications, conferences or specialised forums — the limits on prosecutors' freedom of expression should be minimal, in recognition of the value of their contribution to legal knowledge and public debate. By contrast, intervention through mass media or social networks calls for the exercise of maximum prudence, and the Agreement recommends that prosecutors refrain from expressing critical judgements — whether favourable or unfavourable — about specific proceedings, decisions or prosecutorial actions, given the particular risk that such expressions carry of compromising the appearance of impartiality that the institution is bound to uphold.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The work of Spanish prosecutors is characterised by an advanced, though not yet complete, degree of digitalisation. Over recent years, the ordinary activity of the Public Prosecution Service has undergone a significant technological transformation, driven by the progressive adoption of electronic communication systems, digital case management platforms, remote access to case files and the telematic conduct of procedural acts. Notwithstanding this considerable progress, it cannot be affirmed that digitalisation has fully displaced the traditional paper-based model across the Service as a whole. In practice, a hybrid model persists in which digital tools coexist with physical documentation in certain procedural phases, judicial bodies and territories — a coexistence that, while reflecting the transitional nature of the current moment, also generates operational inefficiencies and inequalities in working conditions that remain to be resolved.

In the European comparative context, Spain ranks among the countries with the highest degree of technological implementation in the justice sector, recording levels of development that meet

or exceed the European average across a range of relevant indicators. This favourable positioning reflects the sustained institutional investment made in recent years, whilst also underscoring the importance of consolidating and completing the digitalisation process so as to ensure that its benefits are distributed homogeneously across all prosecution offices and territories.

From an operational standpoint, prosecutors make routine use of a range of digital platforms and case management systems that have become central to the day-to-day conduct of prosecutorial activity. For electronic notifications and communications with judicial bodies, *LexNET* constitutes the primary platform in use across the Service. Case management and internal file organisation are handled through a variety of systems whose deployment varies according to the competent territory: at the national level, the Fortuny platform — and its forthcoming evolution, Atenea-Fiscalía — plays a central role, whilst regional systems such as *Avantius, Just@, Atlante II, GPRF* or *Justicia.cat* (http://Justicia.cat) operate in those territories where justice competences have been transferred to the relevant Autonomous Community. These tools collectively enable the submission of documents, the receipt of judicial resolutions, the consultation of proceedings, statistical management and, in certain cases, the complete digital processing of matters from initiation to conclusion.

Notwithstanding the considerable operational advances these systems represent, a significant limitation persists in practice. Meaning that, in many cases, prosecutors continue to work simultaneously with printed copies, manual files or physical documentation — paper extracts assembled for trials and hearings where the digital environment has not yet fully replaced. This parallel reliance on physical materials not only reduces the efficiency gains that digitalisation is designed to deliver, but also adds to the administrative burden on prosecutors and reinforces the hybrid model that characterises the current state of technological implementation across the Service.

One of the main challenges is the territorial fragmentation of technological systems, arising from the Spanish decentralised model in terms of material resources for the Administration of Justice. Currently, the State and several Autonomous Communities with transferred competences are involved, which has given rise to the coexistence of multiple applications and varying levels of technical development. This diversity hinders full interoperability, creates territorial inequalities in working conditions and complicates the organisational homogeneity of the Public Prosecution Service. To address this situation, the State Technical Committee on Electronic Judicial Administration (CTEAJE) performs functions of coordination and promotion of common standards of compatibility, security and data exchange.

The Atenea case management system is the main tool for file management and workload in the internal sphere of the Public Prosecution Service, and is in the process of expansion and integration with judicial body systems. The NUMO system, progressively deployed by the Ministry of Justice, is transforming the technological infrastructure of judicial bodies, with Phase III planned for late 2025, which will directly affect interoperability with Public Prosecution Service systems.

In the CEPEJ assessment published on 16 October 2024, Spain presents a high degree of development in the implementation of information and communication technologies (ICT) in Justice, ranking among the European countries with the greatest deployment and use of digital tools. According to the EU Justice Scoreboard 2025, it is noted that while most Member States — including Spain — provide their prosecution bodies with access to digital technologies such as case management systems, videoconferencing and teleworking, the effective use of all

possibilities offered by procedural rules in the field of digital tools remains limited in many of them. Spain shares this diagnosis: the level of digitalisation is uneven between prosecution offices and between territories, and the full integration of systems is not yet consolidated.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

As noted above, digitalisation has significantly transformed the daily work of prosecutors within the Spanish Public Prosecutors, bringing substantial changes to case management, electronic communications, access to information and internal organisation. Beyond streamlining existing processes, digitalisation has also enabled new ways of working. Prosecutors can now access files remotely, conduct certain proceedings by videoconference and make increasing use of automation tools and artificial intelligence.

In this regard, several technological solutions are currently being implemented or piloted as part of the broader modernisation of the Administration of Justice. These include tools for data pseudonymisation, automatic summarisation, document classification and AI-assisted drafting. By reducing the time spent on routine tasks, such tools have the potential to free up prosecutors for work of greater legal value — always under human supervision and with full respect for procedural guarantees.

The main areas in which digitalisation has generated a significant practical impact on the work of Spanish prosecutors are identified below:

a) Public Prosecution Service CMS
The Public Prosecution Service uses various case management systems (CMS) depending on the territory (Fortuny, *Atenea-Fiscalía*, *Avantius, Just@, Atlante II, GPRF*, among others), which allow proceedings to be recorded, actions consulted, procedures processed and workloads managed. Similarly, the electronic processing of investigation procedures through *LexNET* has simplified and accelerated procedural communication between the Public Prosecution Service and judicial bodies for the submission of documents, receipt of notifications and secure exchange of procedural documentation, considerably reducing the use of paper and speeding up response times.

Information access and processing tools have also had a relevant impact. Among these, the *HORUS* viewer stands out, which facilitates integrated consultation of judicial and police data, criminal records and useful information for complex investigations. Similarly, the SICC Prosecution Offices system allows the preparation of homogeneous statistics on processing times, volume of matters and institutional activity, contributing to better planning and decision-making.

The Electronic portal of the Public Prosecution Service also allows the submission of administrative applications, access to public information and document verification through a Secure Verification Code (CSV), reinforcing the traceability and authenticity of electronic documents.

The Atenea management system allows integrated management of files and the assignment and monitoring of workloads through digital productivity reports.

b) International judicial cooperation CMS
The digitalised case management system for international cooperation files, CRIS/CJI, facilitates international judicial cooperation, allowing the electronic processing of requests for mutual judicial assistance and mutual recognition forms between the Public Prosecution Service and competent authorities of other States. The deployment of this DCMS has improved the efficiency of cooperation channels with Eurojust and the European Judicial Network.

The Spanish Prosecution Service also has an e-curia account and an internal protocol regulating its use for notification and submission of documents to the Court of Justice of the European Union.

c) Document management and archiving
GEISER, a comprehensive cloud-based registration and document management solution, has been implemented within the Office of the Attorney General of the State for the management of internal and external communications, improving traceability and control of institutional documentation.

d) Artificial intelligence (AI) tools
The Office of the Attorney General of the State has approached the integration of artificial intelligence into prosecution work with a perspective of caution and humanisation. In the Autonomous Community of Andalusia, the Ministry of Justice has made available to prosecutors the DigilawX legal dictation system with AI, compatible with the Fortuny management system used by the Public Prosecution Service and with LexNET. This tool enables the automation of repetitive transcription and drafting tasks, freeing up time for tasks of greater legal complexity.

e) Videoconferencing and remote working
Teleworking and videoconferencing tools were implemented rapidly during the COVID-19 pandemic and have consolidated their use in the ordinary activity of the Public Prosecution Service, particularly for coordination meetings, training and certain procedural proceedings. The judicial videoconferencing system allows the conduct of procedural acts with remote parties or witnesses when authorised by procedural regulations.

f) Internal information channel
The Internal Information and Whistleblower Communication System (internal reporting channel) facilitates secure communication of irregularities within the Public Prosecution Service, in compliance with the requirements of Law 2/2023 on the protection of informants.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Despite the progress described above, the use of modern technologies by Spanish prosecutors gives rise to a number of concerns and challenges:

a) Fragmentation and interoperability of existing IT systems
The Spanish justice system currently operates across a landscape of multiple, coexisting case management systems and platforms — including Atenea, LexNET, NUMO, Fortuny, GEISER and CRIS/CJI — each deployed at a different pace and to varying degrees across the national

territory. This fragmented environment creates serious interoperability problems that impede integrated file management and fluid communication between the Public Prosecution Service and judicial bodies.

At the root of this challenge lies the uneven development of IT systems across Autonomous Communities that have assumed transferred competences in justice matters. This heterogeneity remains one of the principal structural obstacles to achieving full digitalisation of the criminal process.

b) Digital training and capacity building
The rollout of new technological tools is not always accompanied by adequate training programmes for users. This gap is particularly evident in the generational divide between more and less experienced prosecutors, which can lead to unequal use of the available tools and, by extension, disparities in the quality and efficiency of prosecutorial work.Cybersecurity training, while underway, has yet to reach all members of the career with the depth and regularity that the current threat landscape demands.

c) Artificial intelligence (AI) and ethical guarantees
The incorporation of artificial intelligence into prosecution work raises fundamental questions concerning the protection of the rights of those under investigation, the transparency of algorithmic decision-making and the need for meaningful human oversight of AI-assisted outcomes.

The regulatory framework is also evolving rapidly. The EU Artificial Intelligence Act (Regulation EU 2024/1689), whose phased application commenced in 2025, classifies certain AI systems deployed in the justice sector as high-risk, thereby requiring the adoption of specific safeguards. Compliance with these requirements within the sphere of the Public Prosecution Service calls for a dedicated strategy encompassing both regulatory adaptation and targeted training.

d) Cybersecurity
The growing frequency of cyberattacks targeting public administrations and judicial information systems poses specific risks to the confidentiality and integrity of the procedural data managed by the Public Prosecution Service. The absence of a dedicated, systematised cybersecurity strategy — one that goes beyond general corporate security measures — represents a priority area for improvement. To address these challenges, the following measures are proposed:

- A dedicated digital strategy for the Public Prosecution Service, integrating a coherent digitalisation roadmap with interoperability standards, cybersecurity requirements and the ethical principles applicable to the use of AI.
- An ethical AI protocol, setting out clear guidelines for the use of artificial intelligence within the Public Prosecution Service, in line with the requirements of the EU AI Act and the recommendations of the Council of Europe.
- Investment in homogeneous technological infrastructure across the national territory, with a view to reducing the asymmetries generated by the decentralisation of competences in justice matters.
- Strengthened technological training programmes — covering cybersecurity, digital evidence and AI — delivered on a mandatory and systematic basis to all members of the prosecution career.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

The responses set out in this section draw on the regulatory and institutional framework currently in force in Spain, the data arising from the implementation of the GPO Training Plan for 2025 — approved by Decree of the Prosecutor General of 4 October 2024 — and the relevant European standards in this field. These include, in particular, the standards and principles established by Recommendation Rec(2000)19 of the Committee of Ministers, the Opinions of the CCPE — most notably Opinion No. 9 (2014) *on European standards and principles concerning prosecutors* — and the EU Justice Scoreboard 2025.

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

Following the reforms introduced in response to GRECO's recommendations — which held that "prosecutor training must be controlled mainly by prosecutors themselves" — responsibility for training planning has rested with the GPO since the entry into force of Royal Decree 312/2019. Therefore, in Spain, Prosecutor´s training encompasses both initial and continuing training, under the strategic direction of the GPO and the administrative support of the CEJ.

The recent communication from the Technical Secretariat of the Office of the GPO concerning the Training Plan for 2027 confirms this model and establishes a participatory procedure involving the Public Prosecution Council, Chamber Prosecutors, professional associations and any career member wishing to submit training proposals. The CEJ, operating under the Ministry of Justice, continues to serve as the organisational body responsible for the implementation of approved plans.

With regard to substantive content, combating specific forms of crime occupies a central place. The 2027 Plan expressly identifies training in organised crime and corruption as a strategic priority, reinforcing Spain's longstanding focus on areas such as economic crime, terrorism, drug trafficking, gender-based violence, hate crimes, environmental offences, cybercrime and other fields of specialisation. This orientation reflects the organisational model of the Spanish Public Prosecution Service, which is built around specialised prosecution offices and the continuing professional development of prosecutors assigned to those areas.

The 2025 Continuing Training Plan structured its content around the following main thematic areas:

a) Combating specific forms of crime

Specialised training in the prosecution of serious criminal offences occupies a central place in the Spanish system. Participation in training activities covering organised crime, terrorism, corruption, drug trafficking, environmental offences, crimes against industrial property, gender-based violence and hate crimes is mandatory for prosecutors specialised in these areas.

The principle of specialisation constitutes a fundamental organisational criterion of the Spanish Public Prosecution Service. The dedicated Special PPOs — most notably the Special Prosecution Office against Corruption and Organised Crime (FECCO), the Special Anti-Drug Prosecution Office (FEAD) and the Prosecution Office of the National Court (Audiencia Nacional) — are staffed by prosecutors working exclusively in these fields, who are subject to specific and regularly updated training plans.

In the area of cybercrime, the 2025 Plan includes dedicated training on electronic evidence and technological investigation methods, in line with the EU Regulation and Directive on electronic evidence and the requirements of the Budapest Convention on Cybercrime.

b) Organisational and management issues
The 2025 Training Programme incorporates a dedicated thematic strand on modernisation and change management, designed to equip prosecutors in managerial roles with tools for the efficient management of human and material resources, workload planning and institutional leadership.

This dimension is further enriched by collaboration with a range of external bodies — including the Bank of Spain, the Tax Agency and the Higher Centre for National Defence Studies (CESEDEN) — whose involvement brings valuable interdisciplinary perspectives to prosecutorial training.

c) International cooperation
Training in international cooperation and EU legal instruments constitutes one of the core thematic strands of the 2025 Training Programme, encompassing activities in comparative law, Union Law, human rights and international law.
The CEJ also maintains an intensive programme of international training within the framework of the European Judicial Training Network (EJTN), of which it has been a member of the Steering Committee since 2025, having secured that position with the support of 70% of the votes cast. In that same year, a total of 371 national participants took part in international activities organised by the CEJ. Beyond institutional frameworks, Spanish prosecutors actively participate in exchange programmes coordinated by Eurojust and in the cooperation networks of the European Judicial Network in criminal matters (EJN).

d) Communication and public relations
The 2025 Training Plan incorporates a specific theme on 'transparency, communication and ethics of the prosecution career', which includes training in relations with the media, appropriate use of social networks, institutional communication and ethical obligations. This component responds to the growing demand for accountability and transparency in the exercise of the prosecution function, in line with the recommendations of the CCPE in its Opinion No. 8 (2013) on relations between prosecutors and the media.

e) Technological developments
Technological training has made significant advances in recent years. The 2025 Training Plan includes activities linked to the digitalisation process of the Spanish justice system — in particular, the development of the electronic prosecution file and case management systems — electronic evidence in national and transnational investigations, basic and advanced cybersecurity, and the implications of artificial intelligence in the criminal process. In 2024, in collaboration with INCIBE, the third basic cybersecurity course was delivered, lasting 38 hours. The CEJ has consolidated its European leadership in the field of digital transformation of justice through its participation in the EJTN Digital Ambassadors Programme.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

The Spanish Public Prosecution Service has made sustained efforts to align its training programmes with the evolving landscape of crime, with results that vary across different areas of specialisation. Training can be considered well-established in fields such as traditional organised crime and terrorism, where a long tradition of institutional specialisation provides a solid foundation. By contrast, the training response to emerging forms of crime and threats—particularly those arising from the digital environment and the use of artificial intelligence — remains in a consolidation phase. Namely:

a) Cybercrime and technological investigation
The prosecution of crimes of a computer and digital nature presents specific training challenges, arising both from the speed of evolution of criminal phenomena and from the technical complexity of digital evidence. The Spanish system has advanced in incorporating content on electronic evidence, data analysis and cooperation in the digital space, although high-level technical training — aimed at the investigation of cyberattacks, complex digital fraud and crimes on decentralised platforms — requires greater systematisation and a provision of specific resources. The recent approval of the Regulation and Directive on electronic evidence has prompted new training actions in 2025 and 2026.
b) Artificial intelligence and new technologies
Training relating to the use of artificial intelligence as an investigative tool and as an object of criminal regulation is still in its early stages. The EU Justice Scoreboard 2025 notes that, although most Member States have advanced in the digitalisation of justice systems, the effective use of the possibilities offered by procedural rules in the field of digital tools remains limited in many of them. Spain shares this diagnosis: training activities in this area have been initiated, but their scope and systematisation are still insufficient to respond to the needs of a prosecution function exposed to criminal phenomena in which AI plays a central role.

c) Economic, financial and environmental crime
In these areas, specialised training has a more consolidated track record, partly due to the existence of specialised prosecution units with their own training plans and collaboration with external bodies such as the Tax Agency and the Catalan Anti-Fraud Office. The 2025 Training Plan maintains a cross-cutting theme on combating corruption and organised crime as one of its fundamental pillars.

d) Gender violence and crimes against fundamental rights
Training in gender perspective and equality constitutes the most deeply rooted cross-cutting theme in the Spanish system, with a mandatory character and a significant number of annual activities. In 2024, the CEJ delivered a 50-hour course on gender perspective with a cross-cutting character, with 2,137 participants in the overall continuing training plan, representing an increase of 11% compared to the previous year. This trend continues in 2025.

e) New justice models
The 2025 Training Plan incorporates a specific theme on 'new justice models' covering mediation, restorative justice and the role of conformities in criminal proceedings, in response to the procedural reform introduced by Organic Law 1/2025 on measures relating to the efficiency of the Public Justice Service. This training theme is of special relevance in the context of the

transformation of the Spanish criminal procedural model towards an accusatorial system, in which the prosecutor assumes a leading role in the investigation and instruction of cases.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Notwithstanding the progress noted, the Spanish system of specialised training for prosecutors presents a series of concerns and challenges that deserve priority attention:

a) Insufficient resources and budgetary constraints
Although the CEJ's budget has grown substantially in recent years — reaching €33.4 million in 2025, representing an increase of 161.83% since 2021 — a significant portion of this growth is attributable to the implementation of the SERÉ Scholarship Programme of the Ministry of Justice. This new funding programme, aimed at providing grants to support citizens seeking access to the judicial careers while they are preparing the selection State exams (concurso-oposición), represents a substantial budgetary commitment that is distinct from the specialised training provided to public prosecutors. As a result, the resources specifically allocated to prosecutorial training remain limited relative to the demands generated by the complexity and volume of the Public Prosecution Service's activity.

b) Territorial inequality
The decentralisation of competences in justice in the Spanish State — with seventeen Autonomous Communities with varying levels of competence in the provision of means — generates inequalities in access to training for prosecutors assigned to different territories; however, the mixed hybrid in-person/online format adopted in recent years has undoubtedly partially helped to alleviate this situation.

c) Technological gap and AI training
The acceleration of digital transformation processes poses significant training challenges, particularly in the areas of cybercrime, digital evidence and the use of artificial intelligence systems in criminal investigation and prosecution. The *EU Justice Scoreboard 2025* notes that, although most Member States provide digital tools to their prosecution bodies, the effective use of their capabilities remains limited. Spain shares this diagnosis, pointing to the need to invest in advanced technical training and the recruitment of specialised support staff.

e) Training in human rights and independence
The growing complexity of the European regulatory framework — including the case law of the European Court of Human Rights and the Court of Justice of the European Union on the independence of the Public Prosecution Service — requires continuous and updated training in these areas. Opinion No. 16 (2021) of the CCPE on the consequences of decisions of international courts for the practical independence of prosecutors is of particular relevance in this context.

f) Prospects for improvement
To address the described challenges, the following actions are considered priorities:

- Reinforcement of technical training in cybercrime, digital evidence and artificial intelligence, with the incorporation of specialised experts and collaboration with national and international reference bodies.
- Increase of the specific budgetary investment allocated to specialised training for prosecutors.

- Development of mechanisms for exchanging experiences and best practices among specialised prosecution offices at the national level, and their projection in European and international cooperation networks.
- Consolidation of Spain's role in the European Judicial Training Network (EJTN), capitalising on the recent incorporation of the CEJ to its Steering Committee, to promote the harmonisation of training standards at European level.
- Enhancement of training in ethics, professional conduct and fundamental rights.

Final remarks

The responses contained in this document are submitted as the national contribution of the Spanish representative to the CCPE. They reflect the input of the Support Unit, the Technical Secretariat, the Communications Office and the Specialised Unit on Safety and Health of the Office of the Spanish GPO, as well as the contributions of the Asociación de Fiscales, as the largest professional association of the Spanish Public Prosecution Service. In addition, the Public Prosecutors Council has been duly informed of this submission.

The purpose of this contribution is to assist in the preparation of the upcoming CCPE Opinion nº. 21 (2026) on "*providing support and effective safeguards for prosecutors to enable an effective Public Prosecution Service*". Spain approaches this task with the firm conviction that the chosen topic constitutes an essential condition for strengthening the Rule of Law, safeguarding the independence of the Public Prosecution Service and reinforcing public confidence in the Administration of Justice.

Spain acknowledges the progress achieved in recent years across a number of areas, including institutional modernisation, specialised training, digitalisation, communication policies and the protection of members of the Public Prosecution Service. At the same time, significant challenges remain — notably in workload management, professional wellbeing, the territorial equality of resources and the ongoing adaptation of prosecution structures to emerging forms of crime.

In this context, Spain reaffirms its commitment to continued cooperation within the CCPE and the Council of Europe, with the aim of promoting high common standards for an effective, independent and publicly accountable Public Prosecution Service oriented towards the public service of Justice, which should be also modern, resilient, and fully capable adequately responding to the evolving needs of democratic societies.

Sweden/Suède

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

There is no specific legislation regarding the protection and security of prosecutors. These issues are dealt with through the Criminal Code (which criminalises threats and violence against public officials) and the Work Environment Act (within the framework of duty of care).

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

The Prosecutor General invests significant resources in the protection of prosecutors and employees. One of the most important components of this protection is the Security Specialists, who work closely with the operational activities. These are recruited as top experts in personal protection and related areas. Most have extensive experience from similar work in the Police and the armed forces.

Sweden is a very open country when it comes to opportunities for individuals to gain easy access to personal information on individual citizens, including prosecutors. To mitigate this vulnerability, the Swedish Prosecution Authority (SPA), together with the Tax Authority, offers employees within the SPA the opportunity to obtain protected personal data. Between 40 and 50% of prosecutors use this opportunity. This constitutes an important starting point for measures aimed at protecting prosecutors.

The Security Department within the SPA includes an Operational Protection Unit staffed by Security Specialists who work closely with the operational prosecutors, proactively and reactively, to prevent unauthorized interference. This is in order to maintain a robust legal process and to act in line with the duty of care.

The Security Specialists also work closely with managers and prosecutors before trials to identify potential areas of vulnerability through risk assessments. In order to avoid or to manage them. We undertake both preventive and reactive interventions in a systematic manner.

The Operational Protection Unit is on call 24/7/365 to provide support to the prosecutors in case of incidents.

The Security Department has a very good cooperation with the Police and when it comes to reactive measures after serious incidents, the Police is acting thorough and in a responsible manner.

The Operational Protection Unit also has procured security companies where specialist services can be called upon when needed.

One of the main principles for our agency's security work is to make our employees take responsibility for their own security, and through this reducing their vulnerabilities. This is done together with support from the Security Specialists and the Police

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

There are several specific safety trainings, e-learning and briefings included in the general induction for new employees. This also applies to functional introductions and management trainings.

There is also a specific two days crisis management course for managers.

The agency also has a yearly Personal Protection program for employees where 50-80 employees carry out a three-step program each year. This includes an exposure check regarding internet exposure. This part forms the basis for a security interview, where digital security is essential, that is conducted in the employee's home, where physical safety is also addressed. The program also includes two training days with a focus on in-depth study of security, conflict management and de-escalation principles.

The agency also conducts function-specific security briefings for different personnel categories. These are carried out by safety specialists

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

Our assessment is that the SPA has a robust capacity to handle the protection and security of prosecutors.

Security and law enforcement agencies provide sufficient advice and actions in relevant cases.

One challenge is the exchange of information between different authorities and the ability to obtain information from different registers and systems.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

This is regarded as a very important issue. A prosecutor who maintains a balance between work and leisure time, combined with a reasonable workload, performs better and remains in employment for a longer period. The objective is to create conditions for a sustainable working life. The SPA is responsible for these matters as they relate to prosecutors.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

The SPA conducts continuous occupational health and safety work in which these issues are addressed. Employees are asked about their experience of the working environment during the annual performance appraisal. Occupational health and safety issues are always discussed at regular and mandatory workplace meetings.

The SPA supports prosecutors' professional well-being through a renewed approach to systematic work environment management (Systematiskt arbetsmiljöarbete). In 2025, a new participatory model was piloted that integrates both work environment and security issues. Prosecutors and other staff jointly identify risks, challenges, strengths, and health-promoting factors in small groups, and propose concrete measures tailored to their workplace. These insights are transformed into local action plans that are reviewed quarterly and reported through the management structure. The model increases participation, transparency, and follow-up, aiming to create sustainable improvements in workload, safety, and overall well-being. The new approach will be fully operational during 2026.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

The SPA also offers crisis support in the event of acute crises or situations, as well as proactive support through structured group supervision, led by a crisis management expert.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

A high workload constitutes a risk. Both employees and managers share responsibility for flagging excessive workloads. A manager may reallocate tasks in order to reduce the workload of a prosecutor if needed, . This is possible regardless of whether this is needed due to high workload, stress, private circumstances, or other forms of strain.
Psychologically demanding cases constitute another risk. These are handled through counselling support and preventive measures, including structured group supervision.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

Prosecutors' salaries are somewhat lower than those of judges, but compare well with the salaries of lawyers employed in the national public sector. Salaries for prosecutors do not differ between metropolitan areas and smaller locations, even though the general cost of living is lower in smaller towns.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?

Yes, the prosecutorial profession is respected in Sweden. Becoming a prosecutor is attractive, and the Swedish Prosecution Authority generally ranks among the five most attractive employers for young lawyers.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

At present, there are no major concerns. In recent years, the Authority has been allocated resources to recruit and expand the number of prosecutors and support staff, which has contributed to a reduced workload for all.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

Taking into account the size and workload of the prosecution service in Sweden, there is a clear and transparent division of responsibilities among prosecutors with management roles. The vast majority of criminal cases are allocated according to a written directive decided by the Prosecutor General, primarily based on geographical criteria and the location where the offence was committed.
Certain types of cases, such as environmental crimes, corruption offences, or cases where police officers or prosecutors themselves are suspected, are assigned to specialised prosecution offices. Cases concerning economic crime are handled by a separate authority, the Swedish Economic Crime Authority.
After this initial allocation, due to geographical criteria and certain specialised offices, the head of the local prosecution office independently distributes cases to individual prosecutors.
Since the allocation of cases is governed by clearly defined rules, heads of prosecution offices are considered to act independently in their decision-making regarding case distribution, ensuring efficient and impartial handling of cases.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

When a prosecution office becomes overburdened with too many cases, a higher-level manager may decide to reallocate resources to that office or to redistribute certain cases to another prosecution office. Such decisions are most often taken by aHead of Areas, who is responsible for several local prosecution offices within a specific prosecution area. These measures are intended to prevent an excessive workload for individual offices and to ensure a more balanced and fair distribution of responsibilities among prosecutors with management roles.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?

Ethical rules

The Prosecutor General has adopted ethical guidelines for employees of the Swedish Prosecution Authority (RÅR 2014:1).

According to Guideline 1, prosecutors shall, within the framework of their independence and official capacity, strive to ensure that all decisions are correct and that legal proceedings are conducted in a legally secure manner.

Guideline 2 states that all activities of the Swedish Prosecution Authority shall be characterised by objectivity and impartiality. Employees of the Authority must not take into account irrelevant considerations or purposes.

According to Guideline 3, employees of the Authority shall, in their contacts with parties, counsel, courts and others, act properly and in such a way that no suspicion arises that they are influenced by irrelevant considerations, or that there is a risk of conflict of interest or similar circumstances.

Statutory provisions

Chapter 12, Section 2 of the Instrument of Government (Regeringsformen; which is a part of the Swedish Constitution) provides that an administrative authority, in matters concerning the exercise of public authority against individuals and the application of law, enjoys an independent position in relation to political power and other authorities. The Swedish Prosecution Authority is thus independent in this respect, and prosecutors, in their role as public prosecutors, are independent in their decision-making.

Chapter 1, Section 9 of the Instrument of Government provides that courts and administrative authorities, as well as others performing public administrative functions, shall observe equality before the law and act with objectivity and impartiality.

The Code of Judicial Procedure contains provisions on objectivity, impartiality and conflicts of interest in the crime-fighting activities of the Prosecution Authority.

Section 5 of the Administrative Procedure Act provides that administrative authorities shall act with objectivity and impartiality.

Sections 16–18 of the Administrative Procedure Act contain provisions on conflicts of interest applicable to the non-crime-fighting activities of the Swedish Prosecution Authority and the Swedish Economic Crime Authority.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

A challenge for the SPA is that too few prosecutors want to become managers. A way to tackle this problem is by the new and more ambitious Leadership Development and Succession Program that the authority decided in 2022. The idea is to identify and support prosecutors aspiring to become managers. The program is ongoing and many of the individuals attending the program has also later become managers.

The agency has also a quite ambitious training program for managers within the agency in order to support them in their role as managers. At the Prosecution Agency´s main office there is also a specific full-time position for Leadership Development which, among other things, is managing the Leadership Development and Succession Program. The agency also provides individual coaching, group development initiatives and management team support all with the aim of strengthening our leadership, building a good culture and thereby providing good conditions for our prosecutors to do their job.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

Interactions and relations between prosecutors and the media, including social media, are regulated through internal guidelines set out in the Prosecution Authority's Media Handbook. The handbook emphasises openness and accessibility as fundamental principles, reflecting the role of the media in a democratic society, while at the same time requiring strict respect for confidentiality, legal secrecy, and the integrity of ongoing investigations.

All communication must be factual, objective, and free from speculation or personal opinions, in line with the core values of the prosecutorial role. Prosecutors are encouraged to explain decisions and procedures clearly and understandably, but only within the limits of what can be lawfully disclosed.

As a general rule, the prosecutor who is responsible for a specific case is also the one who communicates with the media about that case, as they have the best factual knowledge. For more general or policy-related questions, communication may be handled by managers or specialised functions within the authority. Social media communication is governed by the same principles as traditional media contacts.

There is a specialised Communications Department, including a press service, which provides professional support in media relations. The press service assists with press releases, interview preparation, media strategies, coordination with other authorities, and the organisation of press briefings.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

According to the Media Handbook, senior management of the SPA has a clear role in media communication, particularly in cases that attract significant public or societal attention. In such situations, prosecutors are encouraged to inform or involve managers such as the Chief

prosecutor/Head of Chamber, Head of Area, or the Prosecutor General, especially when issues are of a general, principled, or sensitive nature.

Ordinary prosecutors are authorised to respond to media inquiries, primarily in relation to their own cases, as they are considered the most knowledgeable decision-makers. This division of responsibility ensures accuracy, consistency, and appropriate handling of high-profile matters.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

Ethical rules
The Prosecutor General has adopted ethical guidelines for employees of the Swedish Prosecution Authority (RÅR 2014:1).
According to Guideline 4, employees of the Authority should, with respect for the privacy of those involved, safeguard the principle of openness and promote transparency where possible. In contacts with the media, employees should ensure that they do not express themselves in a manner that could call into question their objectivity and impartiality or cause harm to individuals.
Guideline 8 states that employees of the Authority, even outside the exercise of their professional duties, while retaining their freedom of expression and opinion, should act in a manner that does not risk damaging trust in the individual official or in the Prosecution Authority.

Statutory provisions
Chapter 1, Section 9 of the Instrument of Government provides that employees of the Prosecution Authority must not express themselves in such a manner that their objectivity and impartiality may be called into question.
The Public Access to Information and Secrecy Act (2009:400) contains provisions on confidentiality relating to certain documents and information which also apply to employees of the Prosecution Authority. Disclosing documents or information covered by secrecy to the media or on social media may constitute a breach of confidentiality under Chapter 20, Section 3 of the Penal Code. Disclosing derogatory information or identifying someone as criminal or blameworthy may constitute defamation under Chapter 5, Section 1 of the Penal Code.
Section 4 of the Ordinance (2015:743) containing instructions for the Swedish Prosecution Authority provides that the Authority shall make efforts to maintain public trust in its activities.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

Prosecutors enjoy constitutionally protected freedom of expression (Chapter 2, Section 1 of the Instrument of Government). Prosecutors are also entitled to disclose information to and express themselves in the media under the principle of source protection (Chapter 1, Section 7 of the Freedom of the Press Act). However, source protection does not apply when prosecutors speak on behalf of the Authority, for example in their own cases. It is also limited by provisions on secrecy (see above). Furthermore, source protection does not apply to social media.
According to Chapters 3, Sections 5 and 6 of the Freedom of the Press Act, authorities may neither investigate nor take corrective measures against a person who has exercised their source protection rights. The possibility of taking action against an employee who otherwise exercises freedom of expression is also very limited.

At the same time, statements made by prosecutors in the media may affect public trust in both the Authority and the individual prosecutor. Media statements may also give rise to questions regarding the prosecutor's objectivity and impartiality.
The limits of prosecutors' freedom of expression are ultimately reviewed by supervisory bodies (the Parliamentary Ombudsman / Chancellor of Justice) and the courts. At present, no measures are being taken to change the regulatory framework. However, a review of the ethical guidelines is ongoing, including provisions relating to prosecutors' statements in the media.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

Prosecutorial work in Sweden is to a very high degree digitalised and heavily reliant on modern technology. Although the traditional paper-based approach has not been completely replaced, our electronic case management system (CMS) is used by all prosecutors except for those working with national security cases, which represent a very small minority. The CMS supports virtually fully digital case workflows, and we have secure digital communication both to and from the system. This applies internally as well as in communication with courts, remand prisons and correctional facilities, and investigative authorities (such as police, customs etc.).

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitalisation has had a significant impact on the work of prosecutors through the extensive use of electronic case management systems and digital case files, enabling more efficient case handling and allocation. Secure electronic communication and data access systems facilitate daily cooperation with courts, law enforcement authorities, remand prisons and correctional facilities, as well as defence counsel. Videoconferencing solutions and the possibility of secure remote work have increased flexibility and efficiency. At present, however, innovative technologies such as artificial intelligence (AI) are not used in the core prosecutorial processes.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

Existing concerns related to prosecutors' use of modern technology primarily concern information security, data protection, and ensuring the reliability and availability of digital systems. The increased use of electronic case management systems and secure digital communication places high demands on robust cybersecurity measures, clear guidance and control, and continuous risk management. At the same time, prosecutors are generally satisfied with the existing case management system, which constitutes a central and well-functioning support in their daily work.

The concerns that do exist therefore relate less to system functionality and more to the rapid pace of legislative change, which creates challenges in developing and adapting system support at the same speed as new legislation is introduced. In addition, there is a general concern linked to rapid technological development, particularly in areas such as artificial intelligence, where it can be difficult to continuously monitor and assess developments from the perspectives of rule of law and operational needs.

To address these challenges, secure and controlled IT environments, strong authentication solutions, and clear information security policies are used. Ongoing training and support are provided to prosecutors and staff, and digital solutions are introduced cautiously, with a focus on operational reliability, rule of law, and respect for fundamental rights.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- *combatting specific forms of crime,*

Following the mandatory basic training for prosecutors (approximately eight weeks during the first two years of employment), the Swedish Prosecution Authority offers a number of voluntary advanced training courses. Some of these are focused on specific types of crime, such as drug offences, crimes against children, misconduct in office, sexual offences, fraud, honour-related crime, cybercrime and violent crime

- *or in organisational matters, such as training on management,*

Following mandatory basic training for all newly appointed managers (three modules – employer responsibility: 3 days; work environment: 3 days; leadership: 3+3+3 days – during the first 18 months as a manager; see attached annex), a number of voluntary advanced training courses related to leadership are also offered to managers.
For supervisors and team leaders (and experienced investigation leaders) who are not managers, training is offered on supervision and leadership without formal managerial responsibility.
In addition, a number of selected senior managers are offered advanced management and leadership training each year, provided both internally and externally.

- *international co-operation,*

The basic training for prosecutors includes instruction on obtaining evidence abroad, mutual legal assistance and the European Investigation Order (see annex on basic training).
Voluntary advanced training includes courses on International Judicial Cooperation and European Law Seminar. Other advanced courses also include elements focusing on various forms of international cooperation.
For prosecutors at the National Unit against International and Organised Crime, an annual experience-sharing seminar is organised. Similarly, annual seminars are organised for prosecutorial auditors, often covering international issues such as tracing and securing assets abroad.

Furthermore, the Swedish Prosecution Authority is a member of the European Judicial Training Network (EJTN), which offers exchanges, study visits and training. Notably, training on Joint Investigation Teams (JITs) is offered, and 5–6 prosecutors are sent annually.

- *public relations, and/or;*

The basic training for prosecutors includes training on media relations, including interview training (see annex).
Voluntary advanced training includes Advanced Interview Training for prosecutors and Effective Communication for all employees.

- *technological developments.*

The basic training includes forensic science, cybercrime, crimes in digital environments and covert investigative measures (see annex).
Voluntary advanced training includes Advanced Cybercrime and Proceeds of Crime and Asset Recovery, which address new technologies in criminal investigations, including cryptocurrencies. The training on Covert Investigative Measures also covers technological developments as investigative tools. Other advanced courses also address technological developments as both investigative tools and criminal methods.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

Each year, a formal needs assessment is conducted to identify training needs in operational activities. Needs are also continuously reported from various sources. These needs are prioritised, inter alia, in cooperation with the Authority's Training Council.
Both basic and advanced training programmes are continuously developed and adapted to new and evolving forms of crime and criminal methods.
The training programmes offered by EJTN and CEPOL (the police equivalent of EJTN, in which selected prosecutors may also participate) also include a considerable number of courses relating to new and evolving forms of crime and criminal methods.
In addition to instructor-led training, there are recorded webinars and e-learning courses available on demand via the intranet and the Authority's Learning Management System. Such resources are also available for managers. Experience-sharing seminars and network meetings organised by the Authority's Development Centre for specialised prosecutors in various crime areas should also be highlighted. The Development Centre also issues legal guidelines on new crime areas and criminal methods, which are used in central training and for individual learning.
Regional prosecution areas and offices also provide local internal training based on specific needs.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

Over the past ten years, Sweden has experienced developments towards increased gang-related and other advanced criminality, resulting in larger and more complex criminal investigations and court proceedings. This has also led to an increased pace of legislative change in substantive and procedural criminal law, which naturally places higher demands on prosecutors' and other staff's competence, and thereby on training and development activities.

Furthermore, the SPA has expanded from approximately 900 to 1,400 employed prosecutors over the past five years, which has also posed challenges from a training perspective. While much learning by both new and experienced prosecutors takes place through integrated work-based learning, further training will continue to be necessary for both groups.

The SPA has therefore continuously adapted its advanced training programmes and, since 2025, has operated a dedicated project to review the planning, content and delivery of advanced training for prosecutors. The aim is to better meet individual and organisational needs, ensuring that the right prosecutor receives the right training, at the right level, at the right time. This also entails developing training methods to increase efficiency and accessibility.

Increased engagement in and utilisation of external training, such as that offered by EJTN, is also a means of addressing future training needs more effectively—particularly in areas common to Swedish and European judicial authorities, such as artificial intelligence and international cooperation.

Türkiye

I. Ensuring protection and security of prosecutors

1. Are the protection and security of prosecutors and if necessary, of their families, regulated in your country? If so, which authority/ies is/are responsible for this kind of specific decisions, at what level (legislation, regulations, instructions, practical measures etc.)? Are they sufficient? Please describe briefly.

   In Türkiye, there are regulations in relation to protection of prosecutors and, where necessary, their families. The legal framework in this area is based on primarily the Constitution of Republic of Türkiye and Law No. 2802 on Judges and Prosecutors; as well as the provisions of the Anti-Terrorism Law No. 3713, Provincial Administration Law No. 5442, Law No. 2559 on Police Duties and Authorization and Law No. 2803 on Gendarmerie Organization, Duties and Powers. Protection decisions are of administrative nature and they are issued based on risk assessments; in practice, these decisions are applied by police and gendarmerie units in accordance with legislation and instructions. In this framework, when necessary, measures such as close protection, residence security, transportation security and workplace security are taken. In this process, the Council of Judges and Prosecutors, the Ministry of Justice and the Ministry of Interior are primary authorities.

   The current framework is based on joint application of different legislation provisions and generally provides a sufficient framework; however, it is open to improvements aimed at establishing a more comprehensive and standardized protection system.

   While these regulations address security needs, there is not any self-contained law protecting prosecutors and their families.

2. Please provide examples of practical measures currently available to ensure the protection and security of prosecutors. Do the measures also promote privacy rights and digital security for prosecutors?

   In practice, multi-layered measures based on risk assessment are implemented in Türkiye to ensure the protection and security of prosecutors. In this context, personal protection measures such as assignment of close protection police offices, use of armoured or security-equipped vehicles, varying route planning and special security protocols for entering and exiting courthouses; family-oriented measures such as security, camera and alarm systems around the residence and when necessary, extending protection to spouses and children; institutional measures such as X-ray screening, turnstiles, controlled access and additional security measures in high -risk court sessions are put into practice. In addition to this, the level of protection is determined based on individual threat assessments conducted by police or gendarmerie units; particularly in terrorism and organized crimes cases, additional measures such as restricting the disclosure of personal information, controlling the flow of information to media and increasing the security of court proceedings are applied. In terms of privacy and digital security, authorisation-based access, transaction logging and file confidentiality mechanisms on UYAP provides an important protection.

Subject to certain conditions, confidentiality rights and personal privacy of prosecutors are respected to the greatest extend possible.

Nevertheless, in digital security field, there is not any standard protection protocol specific to prosecutors.

3. Are there specific training or induction processes in place in your prosecution services, designed to promote the safety and security of prosecutors?

While in Türkiye, ensuring the security and safety of prosecutors are primarily addressed through institutional security measures and in cooperation with enforcement authorities, educational and information activities aimed at increasing awareness in this field are also being carried out.

During recruitment process of prosecutors and within the framework of in-service training programs, risks that may be encountered during duty, handling highly sensitive cases, crisis management and security awareness are covered. Within this context, information is provided regarding key considerations, particularly in relation to files posing threat risk and fundamental principles for protection of personal security.

4. Please highlight any existing concerns or problems related to available measures to ensure the protection and security of prosecutors. Do the competent authorities (e.g. executive bodies, security and law enforcement agencies) provide sufficient advice on such measures? What should be done or is being undertaken to address those challenges?

In Türkiye, there is a system based on cooperation between judicial and administrative authorities for protection and ensuring security of prosecutors. Risks are assessed according to characteristics of concrete case and when necessary, personal protection measures, physical security measures and additional regulations within the framework of courthouse security are implemented. Within this framework, the competent authorities carry out the necessary assessments regarding the security of prosecutors and take appropriate measures where required.

II. Supporting the well-being of prosecutors

5. Is the well-being of prosecutors recognised as an important issue for the quality and efficiency of their work and a contributing factor to the effectiveness of justice in your country? If so, how is this done and at what level? Is there a responsible authority for this in your country?

Well-being of prosecutors, more broadly judicial well-being, is regarded as an important issue and as an element contributing to efficiency of judicial system. In this context, the following strategies and measures have been recently put into practice.

Improvement of Physical Infrastructure:
Various strategic steps have been taken to improve working conditions in the justice system. Accordingly, numerous new courthouses have been constructed and existing

physical infrastructure have been strengthened. The aim is to provide prosecutors and the judicial personnel in general with a more modern, functional and comfortable working environment. Indeed, in 2024-2028 Strategic Plan of the Ministry of Justice, strengthening physical infrastructure and increasing the efficiency of justice services are among primary objectives.

Pre-service Training and Development:
Personal Development Training Center operating within Justice Academy of Türkiye plays a crucial role in supporting the pre-service training of assistant prosecutors. The Training Center contributes to both professional and personal development of assistant prosecutors by offering training programs covering judicial ethics, professional skills and personal development, as well as foreign language education and graduate studies.

In-service Support and Improvement of Working Conditions:
In 2024-2028 Strategic Plan of the Council of Judges and Prosecutors, it is aimed to strengthen judicial independence and impartiality by providing appropriate working conditions for the members of judiciary and supporting their professional development. Similarly, in 2024-2028 Strategic Plan of the Council of Judges and Prosecutors, measures to support professional development and improve working conditions as part of the efforts to enhance the quality and capacity of human resources are envisaged. Moreover, within the framework of Century of Türkiye Judicial Reform Strategy (2025-2026), various strategies have been determined to improve well-being of serving prosecutors and judicial officials in general.
These comprehensive strategies and measures aim to increase both professional efficiency and personal well-being and contribute to strengthening of justice system with a holistic approach.

6. What policies (such as a strategy or action plan) and measures exist to support prosecutors in managing their professional well-being? Has this topic been the object of a study?

- ***Strengthening of Technological Infrastructure:***

The digitalization process in justice services have been accelerated. Electronic case and investigation systems and e-signature applications decrease the workload of prosecutors and ensure that proceedings are conducted more speedily and efficiently. All these developments increase the efficiency of prosecution services and contribute to decreasing professional stress.

- ***Training and Capacity Building Activities:***

Trainings and seminars are organized for prosecutors in areas such as stress management, time management and psychological resilience. These programs strengthen professional capacity of prosecutors and help them protecting their mental well-being.

- ***Improvement of Working Conditions:***

Especially in units where the workload is intense, the prosecutors are supported by auxiliary staff and measures aiming the improvement of work environment are taken. In this context, it is also aimed to improve physical and technical facilities.

- ***Balanced Distribution of Workload:***
Practices are being implemented to balance the workload by distributing investigation files among relevant units according to their type and quality. This approach contributes to more efficient management of workload and decreasing professional pressure.

7. Do prosecutors receive training, advice or guidance, including through formal or informal mechanisms and networks on how to address challenges to their professional well-being?

- ***Trainings of Justice Academy of Türkiye:***

Personal Development Training Center operating within Justice Academy of Türkiye organizes training programs for assistant prosecutors on "stress management", "work-private life balance" and "mental health". These trainings help prosecutors in addressing challenges they may encounter in professional life more efficiently.

- ***In-service Training Programs:***

The Council of Judges and Prosecutors designates the members of judiciary who will participate in the training programs organized by the Justice Academy of Türkiye following an all-round evaluation process. In this context, in accordance with the identified training needs, efforts are made to provide prosecutors with trainings delivered by experts in their respective fields.

8. Please indicate any existing concerns or problems related to the well-being of prosecutors. What should be done or is being undertaken to address those challenges?

Significant progress has been made through existing measures aimed at supporting and improving the well-being of prosecutors. By improving their salaries and further enhancing their personal benefits, as well as fully meeting prosecutors' state-provided housing needs, their well-being will be increased to even higher levels. Work in this regard is ongoing in an active manner.

III. Improving work conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession

9. Are the remuneration and other socio-economic aspects relevant to the work of prosecutors comparable to other professional groups, for example, judges and/or civil servants? Do you think their levels are sufficient, taking into account the socio-economic conditions in your country and the possible disparities of the cost of living between the capital and elsewhere in the country?

In Türkiye, the renumeration and personal benefits of prosecutors are regulated in a way that is parallel to those of judges, and they generally rank among senior public officials. Within this framework, while salaries of prosecutors vary depending on factors such as seniority, degree and place of duty, they are at a relatively high level compared to other public officials.

However, taking into consideration the heavy workload inherent in the profession, the expectation of constant availability, the on-call system and high level of responsibility, it is

clear that current renumeration and socio-economic benefits must be continuously improved.

On the other hand, in Türkiye, there are significant differences between metropolitan cities and other regions in terms of cost of living. Especially in metropolitan cities such as Ankara, İstanbul and İzmir, increasing rent and cost of living are affecting purchasing power of prosecutors. Although there are state-provided housing opportunities, these are not equally accessible for all places of duty and prosecutors. However, it should be noted that efforts in this regard are ongoing and authorities are committed to fully address the needs.

Consequently, although the renumeration and socio-economic rights of prosecutors are above a certain standard in general public system, taking into consideration the workload and regional differences in the cost of living, it is considered that there is a need for improvement especially for prosecutors serving in metropolitan cities.

10. Do you think the prosecutorial profession is respected in your country and whether it attracts the best legal professionals, compared to other legal sectors?
In Türkiye, the profession of public prosecution is regarded as a respected profession at the institutional level, owing to performance of constitutional duty, acting on behalf of the public and its central role within the criminal justice system. It can be said that the necessary respect is shown to the office of prosecutor, particularly within judiciary and by public institutions. Furthermore, the fact that prosecutors in the Turkish legal system are obliged to gather evidence not only against the suspect but also in their favor strengthens the office of the prosecutor's position in the pursuit of impartiality and justice and contributes to the profession's institutional prestige.
However, in practice, intense workload of prosecutors, high expectations of public and criticism that may be faced due to the nature of certain investigations may sometimes influence the public's perception of profession. Discussions conducted particularly through social media and the press may at times lead to prosecutors' professional activities not being adequately understood by the public.
The profession of public prosecution continues to be regarded as an important and preferred career path for law graduates. The job security it offers, the opportunity to present public authority and its decisive role within the judicial system are among the key factors influencing this preference.
However, when compared with other legal professions, higher renumeration opportunities and more flexible working conditions of certain legal professions, particularly in the private sector, may curb the appeal of the profession of public prosecution for some legal professionals. In this context, it is of importance to strengthen working conditions, personal rights and professional support mechanisms in order to enhance the attractiveness of the profession of prosecution.

11. Please indicate any existing concerns or problems related to the working conditions of prosecutors, including remuneration, managing their workload and enhancing respect for the prosecutorial profession. What should be done or is being undertaken to address those challenges?[1]

[1] Such concerns or problems may be related, for example, to overall infrastructure, office premises, technical equipment, prosecutorial workload and case management systems, available resources and support staff, and other relevant aspects. Please try to identify the most pressing and important concerns or problems in this respect.

The primary concerns regarding the working conditions of prosecutors in Türkiye originate from increasing workload, the growing complexity of investigation process, the uneven distribution of technical and administrative support across regions, and disparities in physical and technological infrastructure. In addition, there are also assessments suggesting that salary and other socio-economic benefits are not always fully proportionate to the high responsibility and workload required by the profession.

In particular, the high number of cases assigned to each prosecutor in metropolitan cities and courts with heavy case-loads makes it difficult to manage the workload effectively. The on-call system and the ongoing nature of investigations also place additional time pressure on prosecutors. Furthermore, the growing need for expertise in areas such as cyber-crime, organized crime, and trans-national crime is increasing the workload not only in terms of quantity but also in terms of quality.

There may be differences among courts in terms of physical working environments and technical equipment; in some units, the limited number of support staff may result in prosecutors having to handle administrative tasks directly. While significant progress has been made in the area of digitization through the UYAP system, there is still a need to further develop case and investigation management tools in a way that will reduce the workload.

To address these challenges, efforts are continuing to increase the number of prosecutors, extend specialization programs, organize the division of labor more effectively, and strengthen the digital infrastructure. Additionally, a more balanced distribution of the workload, reducing disparities in caseloads across metropolitan cities, and ensuring more uniform physical and technical infrastructure standards nationwide are identified as priority areas.

IV. Ensuring efficient management of prosecution services

12. Taking into account the size and the workload of the prosecution service in your country, is there clear and transparent division of responsibilities amongst prosecutors with a management role within the service (including its territorial sub-divisions or specialised offices)? Are they entrusted with sufficient authority and powers to act efficiently and impartially? Which bodies or competent authorities determine the distribution of work within the prosecution service in your country? On what legal basis is this authority exercised?

In Türkiye, the public prosecutor's office is organized under the structure of the Chief Public Prosecutor's Office, and the division of labor is primarily determined by the Chief Public Prosecutor (in provinces, this function is carried out by Chief Public Prosecutors appointed to that position; there is no national Chief Public Prosecutor's Office in Türkiye, and prosecutors are not subject to authority or division of labor from the central office beyond their geographical assignments) in accordance with relevant legislation and the requirements of the service. Within this framework, prosecutorial services are conducted based on a bureau system; specialized bureaus are established in areas such as terrorism, organized crime, juvenile crime, and cybercrime. In this context, the division of labor takes the form of an organizational structure determining the bureau and the area of responsibility each prosecutor will work in.

On the other hand, case allocation is conducted on UYAP and investigation files are automatically distributed to prosecutors based on specific criteria that is determined by the chief public prosecutor in accordance with local conditions and personnel resources and a scoring system reflecting weight of the case. This system contributes to balancing the workload by ensuring that cases are distributed based on objective and measurable criteria.

Within the prosecution service, the coordination of duties and responsibilities are coordinated through the chief public prosecutor, deputy chief public prosecutors and prosecutors in charge of certain bureaus; when the division of labor and case allocation are considered together, it is seen that there is an open and functional structure across management levels. If needed, this structure may be updated taking into consideration the size of courthouses and caseload.
Prosecutors in managerial positions possess sufficient authority to oversee and manage matters within their areas of responsibility, and with regard to investigative activities, each prosecutor acts independently within the framework of the Constitution and the law. This enables both the achievement of institutional efficiency and the preservation of individual discretion.

The division of labor and organizational structure within the prosecution services are primarily based on the Constitution and relevant laws, as well as secondary legislation and internal regulations. In this context, when the role of the Council of Judges and Prosecutors regarding appointments (geographical assignments based on courthouse/unit) and authorizations is considered with the operational regulations of the chief public prosecution offices, it can be said that a balanced structure that functions at both the central and local levels exist in the management of prosecutorial services.

13. Are there any measures or actions to avoid possible disproportionate levels of responsibility and to ensure a fair distribution of work amongst prosecutors with a management role within the prosecution service?
In Türkiye, there are both organizational and technical mechanisms aiming fair and balanced distribution of workload in prosecution services. In this context, the division of labor is determined by chief public prosecution offices based on bureau system; it is regulated taking into consideration work areas of prosecutors, size of courthouses, caseload and work volume of bureaus and if necessary, it is updated by chief public prosecutors and their deputies.
Within the framework of bureau system, thanks to specialization units established according to certain crime types, it is planned to distribute the workload more controlled and balanced way. Additionally, in practice, investigation files are automatically assigned to prosecutors according to priorities set up by chief public prosecutors and deputy chief public prosecutors based on certain criteria and scoring system reflection case weight through UYAP; within the same bureau; based on the workload, flexibility in case distribution and duties can be provided.
Workload is regularly monitored by prosecutors serving in managerial positions (chief public prosecutors and deputy chief public prosecutors); administrative measures such as assigning prosecutors to the units where the workload is highly increased, work transfer between bureaus and temporary assignments are taken. These mechanisms provides and active coordination opportunity for balancing workload.

However, workload imbalances may occasionally arise, especially in large courthouses and courthouses with intense workload; in order to mitigate this situation, efforts continue to increase the number of prosecutors, improve specialization and manage the distribution of work in a more dynamic manner.

14. Are there ethical and professional standards or requirements for prosecutors, including those with a management role within the prosecution service, to promote their impartiality as well as their objectivity? In this context, are there any restrictions placed on them in engaging in political activities?
In Türkiye, the framework that guarantees the impartiality and objectivity of prosecutors has a multi-layered structure composed of both binding legal regulations and ethical principles and implementation tools.
First of all, prosecutors' involvement in political activities is clearly restricted at the legislative level. In this context, it is not possible for prosecutors to become a member of political parties and actively engage in political activities. This regulation is a basic safeguard for protection of impartiality of the office of prosecution and public trust.
In addition to this, basic ethical framework directing professional behavior of prosecutors is Declaration of Ethics for Turkish Judiciary adopted by the Council of Judges and Prosecutors. The principles of impartiality, independence, integrity and propriety required by the profession set forth in the declaration aim to protect the objectivity of prosecutors both in the conduct of their duty and in their conduct outside of their professional capacity.
Over time, ethical principles have been codified into guidelines. In this context, firstly, the guidelines on the use of social media have been prepared; a special regulation has been made, taking into consideration the particular risks the digital media may pose to the perception of impartiality of prosecutors and professional reputation. Turkish Judicial Ethics Declaration Guide that was subsequently adopted is a more comprehensive guiding text that explains ethical principles in the context of a much broader scope of application and this Guide supports these principles with examples.
In addition to this, the decisions taken within the context of ethical consultation mechanism contribute to overcoming hesitations that arise in practice and implementing ethical principles to concrete cases. In this respect, the ethical framework is not static but rather an evolving dynamic structure that guides practice.
This holistic system supports prosecutors, including those serving in managerial positions, in performing their duties impartial and objective manner and helps to protect public's perception of impartiality.

15. Please highlight any existing concerns or problems related to ensuring the efficient management of the prosecution service. What should be done or is being undertaken to address those challenges?

The main concerns regarding the efficient management of public prosecutorial services in Türkiye arise from factors such as increasing workload, the growing complexity of investigation processes, the concentration of cases in large courthouses, and the differences observed between units in terms of physical and technical infrastructure. In particular, the concentration of workload in some large courthouses can hinder efficiency despite existing organizational and technical mechanisms.

The prosecution service utilizes important tools such as a bureau system, specialization, and an automated file distribution system run via UYAP, which significantly contribute to workload balancing and process acceleration. However, the increasing number of cases

and the diversification of types of crimes necessitate the continuous improvement of these systems.

Within this framework, efforts are underway to increase the number of prosecutors, further expand specialization and provide supporting in-service training, manage the division of labor and case distribution systems more dynamically, and strengthen the digital infrastructure. In particular, data-driven workload analysis, increased inter-bureau coordination, and the improvement of technical capabilities are crucial for increasing efficiency.

In addition, strengthening support staff to reduce the administrative workload of prosecutors, making physical and technical infrastructure standards more balanced across the country, and developing structural measures to balance the workload concentrated in metropolitan areas are considered priority areas of need.

To sum up, while Türkiye has an effective organizational and technical infrastructure for managing public prosecutor services, the need for continuous improvement and strengthening of the current system persists, considering the changing nature of crime, increasing workload, and regional disparities.

V. Regulating relations between prosecutors and the media including social media

16. How are the interactions and relations between the prosecutors and the media, including social media, regulated in the prosecution service in your country? Is there a specialised communication/press office(s) or press officer(s) in place for that purpose?

In Türkiye, the relations between prosecutors and the media (including social media) are structured within the framework of legal regulations and institutional communication mechanisms, maintaining a delicate balance between the accurate informing of the public and the security of judicial processes. The foundation of this framework is built upon the principles of confidentiality of investigations, the presumption of innocence, the right to a good reputation, and the protection of personal rights.

A press spokesperson institution has been established within the provincial prosecutor's offices, and media communication bureaus have been created accordingly. The General Circular on "Press Spokesperson and Media Communication Bureaus," published by the General Directorate of Criminal Affairs of the Ministry of Justice, regulates the procedures and principles of this structure in detail. It stipulates that information regarding the judiciary should be provided in a systematic manner and through authorized channels.
This model aims to ensure that the public's right to information is met promptly and accurately, while simultaneously protecting the confidentiality of investigation processes, preventing individuals from being portrayed as guilty, and guaranteeing a fair trial. Media communication bureaus contribute to the flow of information in a unified, controlled, and consistent manner by establishing an institutional point of contact between members of the press and the judicial system.

Within this framework, the relationship between prosecutors and the media has been based on institutional communication rather than individual interaction; thus, both the risks that may arise from direct interaction between prosecutors and the media have been

limited, and the accuracy and reliability of the information presented to the public have been strengthened.

Furthermore, this institutional structure is supported by ethical principles and guidelines, creating a complementary framework to ensure that prosecutors act in accordance with the principles of impartiality, proportionality, and professional integrity in their interactions with the media.

17. Is there any role of the senior management of the prosecution service in responding to the media, for example, in relation to the cases attracting particular attention from the society? Are ordinary prosecutors authorised to respond to the media questions or inquiries?

In Türkiye, communication between the public prosecutor's office and the media is not delivered to individual interactions but is conducted within an institutional and hierarchical structure. Within this context, the senior management of the prosecutor's office plays an active role in communicating with the media, especially in investigations and trials that attract significant public attention.

In accordance with the circular on "Press Spokesmanship and Media Communication Bureaus" issued by the General Directorate of Criminal Affairs of the Ministry of Justice, statements regarding ongoing investigations and prosecutions are, as a rule, made by the Chief Public Prosecutor (of the province/district) or by a Deputy Chief Public Prosecutor or Public Prosecutor acting as a press spokesperson appointed by him/her. Within this context, particularly as for cases of high public sensitivity, informing is carried out directly under the knowledge and supervision of senior management.

The principal purpose of this system is to ensure the accuracy and consistency of information released to the public, to protect the confidentiality of the investigation, and to prevent the presumption of innocence from being undermined. Presenting statements in a specific hierarchical manner also prevents the dissemination of contradictory or incomplete information from different sources.

On the other hand, as a general rule, it is not possible for prosecutors who do not hold managerial positions to individually answer questions from media representatives or to communicate directly with the media regarding the investigations they are conducting. Communication with the media is carried out through authorized press spokespersons and institutional channels; individual statements by prosecutors are excluded from this system.

Consequently, in Türkiye, communication boundaries between prosecutors and the media are clearly defined; a centralized and controlled communication model is adopted, coordinated by senior management and conducted through authorized individuals.

18. Are there any ethical codes or legal regulations in your country governing prosecutors' conduct on media including social media? If so, what are the main principles and the legal basis of these rules?

In Türkiye, the framework regulating the conduct of prosecutors in the spheres of media and social media is based on a multi-layered structure formed by a combination of legal regulations, ethical principles and guidelines.

Firstly, prosecutors' relations with the media are legally restricted in accordance with principles such as the confidentiality of investigations, the presumption of innocence, the right to a good reputation, and the protection of personal rights. Within this context, there are explicit limitations stemming from both criminal and procedural law, particularly regarding the disclosure of information related to the investigation phase and the manner in which individuals are portrayed to the public. These regulations constitute the legal framework for prosecutors' conduct in relation to the media.

This legal framework is supplemented with ethical principles and standards. Within this framework, the Turkish Judicial Ethics Declaration, adopted by the Council of Judges and Prosecutors, serves as a fundamental text stipulating that prosecutors must act in accordance with the principles of impartiality, independence, honesty, and professional integrity. The principles contained in the declaration require prosecutors to maintain an image of impartiality not only in their professional activities but also in their interactions with the public and in their personal conduct.

Ethical principles have been concretized in practical guidelines. Accordingly, the Social Media Use Guidelines within the scope of the Turkish Judicial Ethics Declaration clearly states that prosecutors should avoid sharing content on social media that could compromise their impartiality, create a political or ideological image, or undermine public trust in the judiciary, taking into account the inherent risks of digital environments. Given that social media, due to its rapid and widespread impact, is one of the areas where the perception of impartiality can be most easily undermined, the development of separate guidelines specific to this area is of paramount importance.

The Turkish Judicial Ethics Declaration Guide, adopted subsequently, takes a broader perspective on ethical principles, serving as a more comprehensive guide that outlines, with concrete examples and explanations, how prosecutors should act in various situations, including their relations with the media.

In addition, decisions taken within the framework of the ethical consultation mechanism contribute to the application of ethical principles to concrete cases in the face of emerging new situations and uncertainties; thus, the system ceases to be a static set of rules and acquires an evolving and guiding structure.

In conclusion, the conduct of prosecutors in Türkiye regarding media and social media is regulated within a holistic framework that includes both binding and guiding elements, supported by legal limitations, an ethical declaration, guidelines, and consultative mechanisms. This structure aims to protect the impartiality and objectivity of prosecutors not only in practice but also in terms of public perception.

19. Please indicate any existing concerns or problems related to regulating relations between prosecutors and the media, including social media. What should be done or is being undertaken to address those challenges?

In Türkiye, while relations between prosecutors and the media (including social media) are largely structured by legal regulations, institutional communication mechanisms, and ethical guidelines, some concerns and challenges persist in practice.

One of the main problem areas in this context is the difficulty in striking a balance between the demand for rapid information and the confidentiality of the investigation, especially in investigations and trials of high public interest. The capacity of the media and social media to produce and disseminate information instantly can sometimes be incompatible with the inherently more cautious and controlled nature of judicial processes. This can lead to the circulation of incomplete or unverified information and hinder the formation of a healthy public perception.

Another important point is that with the widespread use of social media, the individual conduct of prosecutors is directly linked to their professional identity, making the perception of impartiality more sensitive in this area. This fact necessitates that ethical conduct is not limited solely to professional activities but extends to all areas where prosecutors have public visibility.

Significant steps have been taken in recent years to overcome these challenges. Institutional communication has been strengthened through a press spokesperson system and media relations bureaus; and clear, guiding principles have been established for prosecutors' conduct in the media and social media sphere through ethical declarations and guidelines. In particular, the Guide on the use of social media and the subsequent comprehensive Turkish Judicial Ethics Declaration Guide offer a proactive approach to the risks encountered in practice.

However, the continuity of developments in this field is crucial. In this context, it is necessary to manage media communication processes more effectively, strengthen the institutional capacity of the press spokesperson system, increase ethics and communication-focused in-service training for prosecutors, and continuously update awareness of new risks in the digital media field.
In conclusion, while prosecutor-media relations in Türkiye are largely institutionalized and based on ethical principles, there is still a need to continuously develop and strengthen this structure, especially to keep pace with the rapid changes in digitalization.

VI. Providing modern technologies for prosecutors

20. To what extent is the work of the prosecutor digitalised in your country, or reliant on the use of modern technologies? Has the digitalisation in the work of prosecutors replaced the traditional paper-based approach, or has it only complemented it?

The prosecution services in Türkiye have reached a high level of digitalisation thanks to long-standing digital transformation efforts. At the heart of this transformation is the National UYAP, which enables prosecutors to conduct almost all investigation and prosecution processes electronically.

Today, prosecution activities are largely conducted through electronic files; investigation documents, correspondence, instructions, and decisions are created, stored, and shared digitally. In this respect, digital systems have largely replaced the classic paper-based structure; and the use of physical documents has become exceptional.

However, while physical documents are still used to a limited extent for some processes, the current system generally presents a hybrid structure that is predominantly digital.

21. Please provide brief examples of how digitalisation has impacted the work of prosecutors in your prosecution service (e.g. electronic files and procedures, digital case management systems, data storage and access systems, tools for data analysis and processing, videoconference facilities, innovative technologies including the artificial intelligence (AI), various platforms).

Digitalization has significantly transformed the working methods of prosecutors in Türkiye, contributing to more efficient processes in terms of speed, accessibility, and coordination.

Within this framework, prosecutors can access all investigation files quickly and centrally via UYAP; they can review files, create documents, write instructions, and correspond with relevant institutions without needing physical documents. Data and document sharing with law enforcement units, forensic medicine institutions, and other public institutions is also provided quickly and securely through this system.

Besides, thanks to the decision and case-law searching modules within UYAP, prosecutors can easily access judicial decisions and case-law, which enables them to build their legal assessments on an up-to-date and comprehensive knowledge base. This contributes to the consistency of decision-making processes and strengthens legal predictability.

In addition, the digital case and investigation management tools within UYAP facilitate file tracking; enable monitoring of workload and more systematic execution of processes. The automated electronic distribution of files according to specific criteria is also an important factor contributing to workload distribution.

Furthermore, thanks to video conferencing systems such as SEGBİS, the processes regarding taking statements and participating in hearings can be carried out independently of physical location, which provides significant advantages, especially in terms of time and resource utilization.

Efforts are under way in recent years on integrating the technologies related to artificial intelligence and data analysis applications into public prosecutorial services.

22. Please indicate any existing concerns or problems related to the use of modern technologies by prosecutors. What should be done or is being undertaken to address those challenges?

While digitalization in prosecution services in Türkiye has reached a significant level, some concerns and challenges regarding the use of modern technologies still persist.

The main problem areas within this context include the effective management of increasing volume of data, the need to keep systems constantly updated, the differences in technical infrastructure between some units, and the user adaptation processes to technological systems. Furthermore, with the increase in digitalization, data security, personal data protection and cybersecurity issues have become more critical.

In addition, there is a need to define ethical and legal boundaries regarding the use of new technologies (especially data analysis and artificial intelligence applications). The impact

of these technologies on decision-making processes is considered an area that must be carefully examined in terms of principles such as transparency and accountability.

In order to overcome these challenges, efforts are underway to strengthen the technical infrastructure, continuously update systems, and provide user training. Furthermore, efforts continue on developing policies and guidelines to enhance the security of digital systems and ensure the use of new technologies within a legal and ethical framework.

VII. Providing specialised training for prosecutors in a constantly evolving legal environment

23. To what extent do the training programmes for prosecutors include in your country specialised training either in substantive matters, such as:

- combatting specific forms of crime,
- or in organisational matters, such as training on management,
- international co-operation,
- public relations, and/or;
- technological developments.

The training programs prepared for prosecutors in Türkiye contain a broad and multifaceted content, encompassing both the preparation process for the profession and in-service training conducted during their service. These trainings are planned and implemented by relevant institutions, primarily the Turkish Justice Academy.
The training programs are not limited to classical criminal law knowledge, but are enriched with modules that support specialization in specific types of crimes (e.g., cybercrimes, financial crimes, organized crime, and international crimes). In addition, training is provided in areas such as management skills, international judicial cooperation, communication and media relations, ethical principles, and digitalization to enable prosecutors to perform their duties more effectively.
In this respect, the aforementioned training system for prosecutors offer a holistic development framework for prosecutors, not only in terms of legal knowledge but also in terms of their ability to adapt to changing working conditions.

24. Does such specialised training respond to the needs of prosecutors arising in the context of prosecuting new and developing forms of criminality?

In Türkiye, specialized training programs for prosecutors generally demonstrate a structure capable of adapting to the evolving and diversifying types of crimes. In particular, training programs in areas such as cybercrime, information technology, financial crimes, and combating international crimes are continuously updated to respond to new needs encountered in practice.

Furthermore, in-service training programs, organized in line with legislative changes, high court decisions, and international developments, contribute to keeping prosecutors' knowledge and practical skills up-to-date. In this context, the training extends theoretical knowledge transfer, supporting it with practical examples and sharing of best practices.

However, given the rapid diversification of crime types and the dynamic nature of technology-based crimes in particular, the need for continuous updating and further flexibility of training programs remains.

25. Please indicate any existing concerns or problems related to the available specialised training for prosecutors. In a constantly evolving legal environment, what should be or is being undertaken to address those challenges?

While specialized training for prosecutors in Türkiye has made significant progress, certain challenges remain given the constantly evolving legal and criminal environment.

Within this context, the main areas of concern include the rapidly increasing need for information on newly emerging types of crime, the pressing need for expertise, especially in dealing with technology-based crimes, and the inability of prosecutors to dedicate sufficient time to training activities due to heavy workloads. Furthermore, there can sometimes be differences in access to training opportunities among prosecutors working in different geographical regions.

Furthermore, training activities are of particular importance in maintaining the professional integrity, impartiality, and ethical sensitivity required by the prosecutorial profession. Within this context, as emphasized in the Turkish Judicial Ethics Declaration and the guidelines prepared in accordance with this declaration, the continuous development of prosecutors' professional knowledge and skills, their adaptation to changing conditions, and keeping their ethical awareness up-to-date are considered part of their professional responsibilities.

To overcome these challenges, efforts are underway to make educational programs more flexible, modular, and accessible. Expanding the use of distance learning methods, increasing digital educational content, and strengthening practical training are crucial in this context. Furthermore, increasing training that supports specialization in certain fields and improving knowledge sharing within the framework of international cooperation are also among the priority goals.

In conclusion, while the training system for prosecutors in Türkiye has a strong institutional foundation, it is considered a dynamic field that needs to be continuously developed to adapt to changing needs.

Ukraine

Information from the Prosecutor General's Office on the questionnaire for the preparation of Opinion No. 21 (2026) on the provision of effective support and guarantees to prosecutors in order to ensure the effective functioning of the prosecutor's office

Regarding Section I. Ensuring the Protection and Safety of Prosecutors

1. The issue of ensuring the protection and security of prosecutors and, if necessary, members of their families is regulated by the Constitution of Ukraine, the Law of Ukraine "On the Prosecutor's Office" (hereinafter - the Law) and "On State Protection of Court Employees and Law Enforcement Agencies", which determine the grounds, procedure and types of security measures that may be applied to prosecutors and, if necessary, members of their families.

These measures are implemented in cooperation with law enforcement and security agencies of the state.

The Council of Prosecutors of Ukraine, having established the existence of a threat to the life, health or property of the prosecutor by open voting, on the basis of Articles 65, 71 of the Law, the Regulation on the Council of Prosecutors of Ukraine, approved by the All-Ukrainian Conference of Prosecutors on April 27, 2017 (as amended on 27.08.2024), decides to initiate a consideration before the Prosecutor General of the issue of taking measures to ensure the security of the prosecutor.

The Prosecutor General, in turn, appeals to the authorized body that decides on the application of state protection measures.

In accordance with the Decree of the President of Ukraine dated 23.09.1998 no. 1059/98 "On State Protection of the Houses of the Prosecutor General's Office of Ukraine and Ensuring the Security of the Prosecutor General of Ukraine", as well as on the basis of the Law of Ukraine "On State Protection of State Authorities of Ukraine and Officials" dated 04.03.1998 no. 160/98VR, the Security of the Houses of the Prosecutor General's Office and the Security of the Prosecutor General is provided by the Department of State Security of Ukraine.

Security of buildings that are not specified in the above documents is carried out by units of the Security Police on the basis of concluded contracts.

2. In case of a threat to life, the prosecutor may apply to the Council of Prosecutors of Ukraine, which, in turn, having established the existence of a threat to the life, health or property of the prosecutor, initiates consideration before the Prosecutor General of the issue of taking measures to ensure the safety of the prosecutor.

After the Prosecutor General's request, the authorized body decides on the application of state protection measures, including: personal protection, protection of housing and property, issuance of special means of protection and notification of danger, use of technical means of control, temporary relocation to safe places, ensuring data confidentiality, as well as other measures related to the change of place of work, documents or place of residence.

These measures generally contribute to ensuring the privacy and security of prosecutors, while some of them may provide for interference with private life, which is permissible provided that it is legal, reasonable and proportionate.

The premises of the prosecutor's office are properly provided with protective equipment and meet the established safety requirements. The Prosecutor General's Office also has an information and communication system "Integrated Automated Security System", which combines video surveillance, access control, monitoring and burglar alarms.

3. The Training Center of Prosecutors of Ukraine developed and conducts trainings and training courses for prosecutors aimed at ensuring the safety and protection of prosecutors, namely:

- "Protection of the Prosecutor's Rights in the Performance of Official Duties";
- "Features of the investigation of attacks (shelling) on the civilian population and civilian infrastructure";
- "Information Security of the Prosecutor under Martial Law";
- "Ensuring the personal safety of the prosecutor during the performance of his official duties in wartime in the combat zone".

In 2025, the Training Center for Prosecutors of Ukraine held an online training for prosecutors on the topic: "Protection of personal data and confidential secrets during the implementation of prosecutors' functions by prosecutors".

4. The absence of a body in the prosecutor's office system that would be entrusted with the task of ensuring the security of the prosecutor in cases where he is not a participant in criminal proceedings can be considered as one of the factors that complicates the proper level of protection of prosecutors from possible pressure, threats or other risks associated with the performance of professional duties.

In this regard, it is considered appropriate to consider the possibility of improving the provisions of the Law of Ukraine "On the Prosecutor's Office" by introducing or defining a special body or unit that would be entrusted with the functions of ensuring the security of prosecutors, which will contribute to increasing guarantees of their independence and efficiency of professional activities.

Regarding Section II. Supporting the well-being of prosecutors

5. The well-being of prosecutors is recognized as an important factor in ensuring the quality and efficiency of work, as well as a component of the effective functioning of the justice system. Appropriate guarantees are integrated into the overall system of ensuring the independence and proper functioning of the prosecutor's office.

In practice, the implementation of these guarantees is carried out at the level of the Prosecutor General's Office and the prosecutor's office within the approved budget allocations.

The Council of Prosecutors of Ukraine as a body of prosecutorial self-government in accordance with Article 71 of the Law of Ukraine "On the Prosecutor's Office" considers the issues of legal and social protection of prosecutors and members of their families and makes appropriate decisions on these issues.

At the same time, a separate specialized body responsible for the welfare of prosecutors has not been created. The relevant functions are distributed between the prosecutor's office and state bodies within their competence.

6. Ensuring the professional well-being of prosecutors is carried out through the legally established system of social and material support, which includes remuneration, vacations, social protection, material and household guarantees and pension provision. These mechanisms are implemented at the state level in the interaction of prosecutor's offices and bodies responsible for social policy.

In particular, the Law of Ukraine "On the Prosecutor's Office" establishes that ensuring the functioning of the prosecutor's office system provides for guaranteeing a sufficient level of social security for prosecutors.

The Prosecutor's Office Development Strategy for 2025-2028 provides for measures to optimize the workload, in particular by introducing a system for measuring and regulating it, as well as improving the material and social security of prosecutors' office employees, including under martial law.

7. The Training Center for Prosecutors of Ukraine systematically implements training programs and trainings aimed at supporting the psychological stability of prosecutors, developing skills of self-regulation and effective overcoming of stress loads.
In particular, training events are being implemented on the topic "Psychological health of the prosecutor: self-help tools in conditions of long-term traumatization", "Psycho-emotional health of the prosecutor", which are focused on maintaining mental health and increasing professional endurance in conditions of intensive and complex work.
This approach contributes not only to increasing the efficiency of prosecutors' professional activities, but also to ensuring their long-term professional development and an appropriate level of personal well-being.

8. The situation related to the well-being of prosecutors was complicated by the application of an understated subsistence minimum in 2021-2025 to calculate the salaries of prosecutors.
An important step to improve the well-being of prosecutors can be the use of a single up-to-date subsistence minimum indicator for calculating salaries, which will ensure a higher level of well-being of prosecutors.

Regarding Section III. Improving prosecutors' working conditions, including remuneration, managing their workload, and increasing respect for the prosecutor's profession

9. The level of remuneration of prosecutors in most cases is lower compared to the remuneration of judges, especially in the appellate and cassation instances. Thus, the official salary of a judge of a local court is 30 subsistence minimums for able-bodied persons, a judge of appeal – 50, a judge of cassation – 75. At the same time, the official salary of the prosecutor of the district prosecutor's office is 25 subsistence minimums for able-bodied persons, the prosecutor of the regional prosecutor's office – 30, and the prosecutor of the Prosecutor General's Office – 32.5. Thus, there is a significant imbalance in remuneration between prosecutors and judges of the appropriate level.
Moreover, from 2021 to August 2025, the subsistence minimum used to calculate the salaries of prosecutors was 1600 hryvnias, while the subsistence minimum for judges and other state bodies was 2102 hryvnias.
At the same time, for such bodies as the National Anti-Corruption Bureau of Ukraine, the State Bureau of Investigation and the National Agency for the Prevention of Corruption, the subsistence minimum in the amount of UAH 3028 is applied.
Also, the level of remuneration of prosecutors of the Specialized Anti-Corruption Prosecutor's Office is more than twice as high as the remuneration of other prosecutors.
The level of remuneration of prosecutors is generally equal to or exceeds the remuneration of most civil servants. At the same time, it does not always correspond to the level of workload and occupational risks, especially in the regions.

10. The level of citizens' trust in the prosecutor's office in Ukraine shows positive growth. This is evidenced by the results of the first nationwide survey "Crime Rate Assessment, Assessment of Law Enforcement Work and Public Trust in the Justice System in Ukraine", conducted by Info Sapiens within the framework of the EU Project "Pravo-Justice" at the request of the Prosecutor General's Office.
According to the results of the study, in 2025, trust and respect for the prosecutor's office is 29%, while in 2018 this figure was 19%. This is one of the largest increases among all law enforcement and anti-corruption agencies. This result indicates the strengthening of the role of the prosecutor's office as a body capable of ensuring a balance of justice, legality and effective procedural guidance in wartime.

The profession of a prosecutor in Ukraine is respected in society, as it embodies justice and inevitability of punishment for violators of law and order and attracts new specialists with its stability, official status and the ability to make a real contribution to ensuring the rights and freedoms of citizens.
For legal professionals, working in the prosecutor's office is a logical step towards professional self-realization, as it provides decent working conditions and career opportunities.

11. The Prosecutor General's Office is taking measures to develop and implement an electronic system of personnel management of the prosecutor's office (e-HR) in the prosecutor's office, which is designed to automate the support and development of the personnel management system and its individual functions, in particular workload.
At the same time, in the context of the need to protect Ukraine's independence from the ongoing military aggression of the Russian Federation and to meet the needs for the production and purchase of technological weapons, military and special equipment for the needs of the security and defense sector, the State Budget does not provide for expenditures for the implementation of this project.
Currently, the issue of implementing tasks for the creation and implementation of an electronic personnel management system for prosecutors (e-HR) is being worked out together with international partners, in particular in terms of attracting international technical assistance, which in the future will contribute to the implementation of the task without additional burden on the state budget.

Regarding Section IV. Ensuring effective management of the prosecutor's office
12. The legal basis for the distribution of duties between prosecutors performing managerial functions is the Law of Ukraine "On the Prosecutor's Office", as well as by-laws, primarily orders of the Prosecutor General or the heads of the relevant prosecutor's offices, which determine the functional areas assigned to deputies, structural units and individual prosecutors.
In general, there is a clear division of responsibilities that avoids duplication of functions and ensures that work is properly organized.
Prosecutors who perform managerial functions are endowed with sufficient organizational and administrative powers to coordinate the activities of subordinates, control the implementation of tasks and ensure the proper functioning of the prosecutor's office. At the same time, their powers are limited by the principle of procedural independence of the prosecutor, which is an important guarantee of impartiality in the implementation of procedural decisions.

13. In 2021, the Prosecutor General's Office developed and implemented methodological recommendations "Procedural powers of the head of the prosecutor's office during criminal proceedings".
This methodological document, on the basis of a comprehensive analysis of the requirements of the Criminal Procedure Code of Ukraine, the Law of Ukraine "On the Prosecutor's Office" and other regulatory legal acts, systematizes the procedural powers of officials and provides the mechanism for their implementation in criminal proceedings, the peculiarities of the exercise of powers by structural units of the regional prosecutor's office, the specialized prosecutor's office in the field of defense and the Prosecutor General's Office, which supervise the observance of laws during the conducting a pre-trial investigation.
Also, in 2023, recommendations were sent for use in practical activities on the distribution of responsibilities between the leadership of regional prosecutors' offices, management and employees of district prosecutor's offices, and in 2024 - on inspections of the state of organization of work in prosecutor's offices and the provision of practical assistance to their heads.

14. In Ukraine, the requirements for prosecutors, including those who perform managerial functions, are aimed at ensuring their impartiality and objectivity and are enshrined in the Law of Ukraine "On the Prosecutor's Office" and in the Code of Professional Ethics and Conduct of Prosecutors. The oath of the prosecutor determines the fundamental principles of professional activity, in particular, the obligation to act on the principles of legality, honesty, integrity, conscientiousness and impartiality, as well as to ensure the protection of human and civil rights and freedoms.
The Code of Professional Ethics establishes the obligation of the prosecutor to exercise his/her powers independently, objectively and without the influence of any extraneous factors, as well as to take measures to prevent conflicts of interest. Prosecutors holding senior positions are entrusted with an increased amount of responsibility, which consists not only in their own observance of these principles, but also in providing appropriate conditions for their implementation by subordinate prosecutors, preventing any undue influence on their activities, as well as in organizing the work of the prosecutor's office on the basis of objectivity, impartiality and fairness.
Prosecutors are obliged to observe political neutrality in the exercise of their official powers, to avoid demonstrating their own political beliefs or views in any form, not to use their official powers in the interests of political parties or their branches or individual politicians.
A prosecutor cannot belong to a political party, participate in political actions, rallies, strikes and involve subordinate employees in them, or publicly demonstrate his political beliefs.

15. No significant problems were identified in the organization of the management of the prosecutor's office, and the existing system of distribution of powers ensures proper coordination of activities and effective performance of assigned functions.

Regarding Section V. Regulation of Relations between Prosecutors and the Media, including Social Networks

16. Issues of interaction between prosecutors and the media are regulated by the Law of Ukraine "On the Prosecutor's Office" dated 14.10.2014 no. 1697-VII (as amended), the Order of the Prosecutor General dated 06.10.2025 no. 320 "On the Implementation of the Unified Information Policy and Communications in the Prosecutor's Office of Ukraine" (as amended) and the Code of Professional Ethics and Conduct of Prosecutors, approved by the All-Ukrainian Conference of Prosecutors on 27.04.2017 (as amended).
Such interaction is carried out on the basis of transparency and openness, in compliance with the requirements of legislative acts regulating legal relations in the field of information activities, procedural law, as well as with ensuring the reliability of the information provided.
The Prosecutor General's Office has an Information Policy and Communications Department, which coordinates interaction with the media and informs the media and the public about the activities of the prosecutor's office. Units or specialists in information policy and communications also operate in regional prosecutor's offices.

17. During 2025, the heads of structural units and prosecutors of the Prosecutor General's Office had 20 live broadcasts, including in the United News telethon, and provided 79 comments and interviews on socially significant topics.
The Prosecutor General personally provided interviews and participated in 20 interviews and media events.
In 2025, the official website of the Prosecutor General's Office contains almost 5 thousand messages. The activities of the prosecutor's office are actively covered on the official pages of the Prosecutor General's Office in the social networks "Facebook", "X", "Instagram", on the official Telegram channel and on the video hosting YouTube.

Constant communication with media representatives is carried out in response to their requests and appeals.

18. The Order of the Prosecutor General dated 06.10.2025 no. 320 obliges to ensure the reliability, professionalism and balance of official speeches (comments) in the media of prosecutors authorized to carry them out, as well as to prevent the dissemination of unverified information or comments that may harm the authority of the prosecutor's office, prevent manifestations of politicization and discrimination in public speeches.
It is not allowed to disclose data that may harm the interests of the pre-trial investigation, affect the objectivity of evidence or violate the rights of participants in criminal proceedings.
The Code of Professional Ethics and Conduct of Prosecutors establishes the principles and rules of conduct for prosecutors both in the performance of official duties and outside the service.
The draft Unified Communication Strategy of Law Enforcement Agencies and the Prosecutor's Office, developed in pursuance of subparagraph 2.7.1 of the Action Plan aimed at implementing the Comprehensive Strategic Plan for Reforming Law Enforcement Agencies as Part of the Security and Defense Sector of Ukraine for 2023-2027, approved by the Cabinet of Ministers of Ukraine dated 23.08.2024 no. 792-r, contains a provision calling on employees to comply with the laws and rules of professional ethics in social networks.
The activity of prosecutors in social networks, in particular on their personal pages, is not regulated by any regulatory legal act.

19. The use of social networks by prosecutors is a bit of a challenge, as there is no clear distinction between private and official communication. This may lead to the perception of personal posts of prosecutors as the official position of the prosecutor's office.

In order to prevent crisis situations, it is advisable to introduce trainings for prosecutors on interaction with the media and public communications. The corresponding proposal was formulated for the Training Center for Prosecutors of Ukraine.

Regarding Section VI. Providing prosecutors with modern technologies

20. The Prosecutor General's Office systematically takes measures to improve the information support of the Prosecutor's Office of Ukraine, increase the level of information security, data protection and the efficiency of information systems.

In their daily activities, prosecutors use the following basic information systems:
Information and communication system "Unified Register of Pre-Trial Investigations" (hereinafter - the IS "Unified Register of Pre-Trial Investigations", the Register) is an electronic system created in 2012 in accordance with the provisions of the Criminal Procedure Code of Ukraine, which provides registration and accounting of criminal offenses, decisions made, persons and results of the investigation. investigation;

- information system "Electronic Document Management System of the Prosecutor's Office of Ukraine" (hereinafter referred to as the IS "SED") – introduced in 2018 to automate work with documents using electronic signatures. It unites about 13.5 thousand. users. In 2021, it was integrated into the system of electronic interaction of executive authorities, which provides electronic document flow with other state bodies;
- information and analytical system "Accounting and Statistics of the Prosecutor's Office" (hereinafter - the IAS OSOP) was created in 2015-2016 for the automatic generation of reporting and analytics based on the data of the Unified Register of Pre-Trial Investigations. There are about 10.5 thousand users, employees of the prosecutor's office in all prosecutor's offices (including the Specialized Anti-Corruption Prosecutor's Office).

In order to ensure the provision of electronic identification services to employees of the prosecutor's office, the Qualified Provider of Electronic Trust Services of the Prosecutor's Office

of Ukraine (hereinafter - the Qualified Provider of Electronic Trust Services of the Prosecutor's Office of Ukraine) operates in the Prosecutor General's Office, which ensures the issuance of qualified electronic signatures (QES) and is on the Trust List, which contains information about qualified providers of electronic trust services (https://czo.gov.ua/ca-registry). This allows employees to use not only internal systems, but also state registers and information resources of other bodies. Development continues, including the introduction of "cloud" key storage.
There is also a web portal of the prosecutor's office and the official website of the Prosecutor General's Office, which provide information to the public and the publication of information specified by law. The portal has implemented a subsystem for submitting declarations of integrity of the prosecutor in accordance with the Law of Ukraine "On the Prosecutor's Office".
The introduction of these tools made it possible to partially switch from paper document management to electronic ones, but the complete rejection of paper documents is currently limited by regulatory and technical factors.

21. The introduction of electronic information systems has significantly increased the efficiency of the work of the prosecutor's office: document flow has been simplified, information processing has been accelerated, access to verified data has been provided, the possibility of remote work has been provided, and interagency interaction has been improved.

IS "URPI" provides centralized accounting of criminal offenses, decisions made and investigation results, as well as provides tools for analytics, control and reporting.
IS "EDS" has increased the efficiency of working with documents and made it possible to largely switch to electronic document management. Its use provided the possibility of remote work, in particular during the COVID-19 pandemic and under martial law.
The IAS OSOP is used to analyze the activities of the prosecutor's office, generate reports and control the status of work, using data integrated with the Unified Register of Pre-Trial Investigations and EDS.
From 2024, the information and communication system of pre-trial investigation "SMEREKA" will be introduced, which provides management of criminal proceedings, electronic documentation of procedural actions, control of deadlines, data analysis and interagency interaction. The system is at the stage of pilot implementation, in particular in cases of war crimes, and provides for integration with the Unified Register of Pre-Trial Investigations and its subsequent replacement. Specialized modules are also being developed to record war crimes and analyze the military-political structure of the Russian Federation.
Prosecutors have access to key state registers and information systems of other bodies, which ensures the prompt implementation of their powers.
Separately, the system of electronic criminal proceedings "iCase" (in NABU, SAPO and HACC) is used, which provides electronic interaction of participants in the process.
In addition, prosecutors actively use the USITC subsystems, in particular "Electronic Court" and videoconferencing to participate in court hearings and exchange documents.

22. The use of modern information technologies by prosecutors also has its own problems and issues.

First of all, the rapid development of information technologies requires constant improvement of informatization tools that are used by prosecutors and prosecutors. In particular, it is necessary to constantly increase the computing capacity of data processing centers where the information systems of the prosecutor's office operate, improve the fleet of computer equipment of prosecutors, and build the appropriate infrastructure.
In addition, it is necessary to purchase appropriate software and services for its maintenance and improvement. Taking into account the fact that the vast majority of equipment and software are foreign-made/developed, instability in foreign markets and the growth of foreign currencies

create certain restrictions on the ability to fully meet the needs of prosecutors in the means of modern information technologies.
At the same time, measures are being taken to cover the minimum necessary needs to ensure the development of information technologies in the prosecutor's office.
An additional challenge is the military aggression of the Russian Federation, in connection with which state resources are mainly directed to the needs of the security and defense sector. Also, attacks on energy and information infrastructure lead to power and communication interruptions, which complicates the stable operation of IT systems. To minimize these risks, backup power supplies and communication channels are being developed.
In addition, in recent years, a large number of government agencies have been attacked by hacker groups. These attacks were aimed at destroying the information resources of government agencies, their corporate networks, destroying data, and publishing stolen confidential data in open sources. Relevant cyber threats require various countermeasures both at the level of strengthening the protection of information systems and user equipment (purchase of the necessary software and hardware protection) and at the level of training prosecutors in the basic principles of cyber hygiene and cyber defense.

Regarding Section VII. Providing specialized training to prosecutors in an ever-changing legal environment

23. Prosecutors' training programs in Ukraine include a sufficient variety of specialized trainings and training courses covering the fight against certain types of crime, organizational aspects of the prosecutor's activities, international cooperation and public relations. Such programs are developed and implemented by the Training Center of Prosecutors of Ukraine and are aimed at improving the professional competence of prosecutors.
Considerable attention is paid to the development of digital literacy of prosecutors, in particular the use of modern information systems in professional activities.

24. Specialized training fully meets the current needs of prosecutors, because the topics and content of training events are determined taking into account the analysis of the professional needs of prosecutors. At the same time, the level of crime in the state, current challenges and trends, as well as proposals received from the Prosecutor General's Office, regional and district prosecutor's offices are taken into account.

25. The problem of access of prosecutors to specialized training was solved after the establishment of the Training Center for Prosecutors of Ukraine. Today, prosecutors have the opportunity to freely and independently register for any specialized trainings, the topics of which are published in catalogs every six months and posted on the official website of the Training Center for Prosecutors of Ukraine.