



Republic of Macedonia

Government of the Republic of Macedonia



BLUEPRINT
ON THE REALISATION OF THE RECOMMENDATIONS IN THE
EUROPEAN COMMISSION PROGRESS REPORT ON THE REPUBLIC OF
MACEDONIA 2008

Skopje, November 2008

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As a candidate country, Republic of Macedonia's immediate goal is to start the negotiations for membership in the European Union as soon as possible.

Republic of Macedonia's position in the accession process is based on the political will and fulfilled commitments in line with the Copenhagen criteria, as well as the permanent dialogue and strengthened partnership with EU institutions and the Member States.

The Government of the Republic of Macedonia is determined, in cooperation with all political actors in the country, to intensify the efforts in order to provide for the adoption of the decision on starting the negotiations for EU membership.

The Government's determination on dynamic integration in the European Union arises from the high level of support of the population regarding the process and its full dedication for fast and focused reforms that are necessary to provide prosperity for the Republic of Macedonia's citizens, reforms complementing the requirements for EU membership.

The Republic of Macedonia is continuously upgrading its European integration capacities and expresses its full political and administrative readiness for active and efficient participation in the negotiation process.

Republic of Macedonia fully meets the obligations arising from the Stabilisation and Association Agreement and it is in a high level of compliance, implemented for five consecutive years after it has entered into force as the first SAA in the region.

With regard to the region, Republic of Macedonia continues to apply the constructive approach and further development of the cooperation with all states in the region, as well as its active participation in the regional organisations and initiatives.

Fully respecting the conclusions and recommendations given in the EC Progress Report on the Republic of Macedonia 2008, the Government of the Republic of Macedonia proceeded with the preparation of an Action Plan whose objective is faster realisation of the recommendations as well as consolidation of the results necessary to provide the start of the negotiations. As a continuation of the reforms and activities already undertaken in the accession process, we expect that meeting the following results shall be the factor providing an impulse that is strong enough to start the negotiation process with the European Union.

This Action Plan represents a blueprint according to which reforms shall be implemented. The consensus among the political actors regarding the adoption of this Action Plan, in addition to the nearly unanimous support by the citizens of the Republic of Macedonia in relation to the country's European integration path, represents a strong obligation and a commitment for meeting the Copenhagen criteria

presuming the existence of political stability, democracy, freedom, security as well as economic prosperity.

Having in mind the overall Enlargement policy and the dynamics of the process in the area, all preconditions are expected to be fulfilled in the upcoming period, for the continuation of the enlargement process, as one of the Union's moving forces, thereby providing an additional and positive change in the status of other participating countries in the Stabilisation and Association Process. This course of development will have a significant contribution regarding the process' success, thereby strengthening its positions and intensifying the relations, by giving greater dedication to the whole process.

The measures envisaged in the Action Plan follows the structure of the Progress Report. Also, full implementation of some of the priorities requires longer period of time, when it comes to medium-term reforms; however, the Action Plan contains activities that are necessary and expected to yield significant results in the area of political and economic criteria.

The Action Plan shall be incorporated in the National Programme for Adoption of the Acquis, the Pre-accession Economic Programme and the National Development Plan, as an obligation having the highest priority for the Government of the Republic of Macedonia, and the realisation of the same shall be constantly monitored and reported.

We believe that the realisation of the key measures anticipated with the Action Plan will represent a challenge that is big enough to fulfil the key presumptions for opening of a new phase in the accession process.

I. POLITICAL CRITERIA

In regard with DEMOCRACY AND RULE OF LAW

CONSTRUCTIVE AND INCLUSIVE DIALOGUE SHALL BE PROMOTED, WITHIN THE FRAME OF DEMOCRATIC AND POLITICAL INSTITUTIONS, ON THE BASIS OF THE COMPETENCIES DEFINED IN ACCORDANCE WITH THE CONSTITUTION OF THE REPUBLIC OF MACEDONIA

The Assembly of the Republic of Macedonia shall continue with the implementation of the Action Plan for the purpose of improving the functioning of the Assembly, as well as improving the status of the Parliament and thereof preparing more efficient legal and control mechanisms.

Efficient implementation of the new Rules of Procedure of the Assembly of the Republic of Macedonia shall be considered a priority for the following period. In coordination with the parliamentary political parties, the Assembly of the Republic of Macedonia shall adopt the working agenda according to the Rules of Procedure. The Assembly shall abide by the procedures stipulated in the new Rules of Procedure and the goal shall be to provide inclusive discussion on issues reviewed by the Assembly.

Parliamentary political parties will work on adopting the Law on the Assembly of the Republic of Macedonia which shall provide strengthening of the position of the Assembly within the country's democratic processes.

Within the regular coordinative meetings with the President of the Assembly of the Republic of Macedonia, consensus will be provided regarding the issues on the implementation of the Framework Agreement and the implementation of the Badintair principle. The functioning of the Committee on interethnic relations will be conducted in accordance with the relevant legal acts, in particular the Law on the Committee on interethnic relations in the Republic of Macedonia.

With the purpose of securing a high level of coordination in the Assembly of the Republic of Macedonia as well as programming the work of the Assembly, the President of the Assembly shall continue to have regular meetings with parliamentary political parties' coordinators. The appointed representatives of the Government of the Republic of Macedonia shall attend these meetings considering the Government's proposals to the Assembly.

Adequate staff and budget for the new administrative organisation of the services within the Assembly shall be provided and the Budget Council of the Assembly of the Republic of Macedonia will be fully operational. Assembly's capacities on planning and executing the budget will be strengthened.

For the purpose of providing a general political and social consensus regarding the realisation of the European agenda, the National Council on European Integration and the Committee for European Affairs within the Assembly shall continue with their operation.

In order to implement the National Programme for Adoption of the Acquis, the Assembly of the Republic of Macedonia shall give priority to the adoption of the laws which are harmonised with the European legislation.

Cooperation between the institutions of the executive branch – between the President of the Republic of Macedonia and the Government of the Republic of Macedonia - will be performed according to their constitutional-based competencies and in the light of providing a consensus on the key issues of national interest and strengthening the position of the Republic of Macedonia at the international stage.

Prosecution bodies and judicial institutions shall undertake all necessary measures for prosecuting and adopting court decisions against the perpetrators of electoral irregularities in 2008 election process.

The Action Plan for fulfilment of the OSCE recommendations regarding the electoral process, as well as the amendments to the Electoral Code unanimously adopted by the key political actors shall be the basis for the conduct of the elections in accordance with the international standards. The amended Electoral Code will also include the recommendations referring to the financing of political campaign.

Full compliance with the Electoral Code for the upcoming municipal and presidential elections to be held in March 2009 shall be a top priority for all state institutions in the Republic of Macedonia.

The Government of the Republic of Macedonia will undertake all measures of its competence and will integrate its political capacity to provide for full respect of the legal norms in conducting the election process.

After its re-constitution, the State Electoral Commission, in accordance with the amended Electoral Code, will overtake its legal competencies including additional strengthening of its administrative capacities.

THE GOVERNMENT

EU Membership is included in the Government's Decision on Strategic Priorities. For the purpose of providing true dedication regarding the continuous monitoring of the obligations arising from the European integration process, the Government shall continue to start its session meetings with the item on the agenda on the EU integration status as well as to held regular EU thematic sessions.

In constant cooperation with the Association of Local Self-Government Units and for the purpose of finalising the decentralisation process, the Government will commit to complete the fiscal decentralisation process by helping the municipalities not found eligible to enter the second phase of the fiscal decentralisation process.

In order to strengthen the coordination capacities of the municipalities, a new Law on inter-municipal cooperation will be adopted by the end of February 2009.

For the purpose of strengthening the system of financial control within the municipalities, in the course of 2009, new units for internal audit shall be established in the municipalities and the effective tax collection will continue.

The Government will introduce simpler measures for financing education activities by determining acceptable criteria.

PUBLIC ADMINISTRATION REFORM

The Government and all state administrative bodies will consistently implement the Law on the Civil Servants with the merit system established therein. As of January 2009, the Chapter IV – Salaries and supplements of the civil servants within the Law, will start to be fully implemented.

The Civil Servants Agency shall regularly report on the consistent implementation of the Law on Civil Servants by submitting information on the procedures carried out for selection, employment, and evaluation as well as disciplinary procedures.

By February 2009, the amendments to the Law on Civil Servants will be adopted, prepared in accordance with the SIGMA/OECD recommendations.

The analysis made by the Civil Servants Agency on the equipping of the human resources management units within the state administrative bodies has shown that staffing with an expert and competent personnel, training for the employees as well as establishing an operational and sustainable network of the human resources units is needed.

The adopted Strategy on Training of Civil Servants shall be implemented. System for continuous training of all civil servants will be constantly provided, having in regard that funds for training sessions have been provided within the Civil Servants Agency' Budget as well as within the separate budgets of the budget users.

In accordance to the Governments' Rules of Procedure, as of 1 January 2009, the procedure for law drafting will be improved by applying the impact assessment of the legal regulations and consultation of interested parties in drafting the legal regulations as well as mandatory publishing of the legal regulations' draft versions on the ministries' websites.

ENSURING SUSTAINABILITY OF THE POLICE REFORM

New Law on Internal Affairs will be adopted, determining concept that refers to selection, employment, promotion, dismissal, material and disciplinary responsibility of employees in the police sector, all of which will contribute to better professional standards and police independence. Funds are planned for strengthening the police capacities both at central and local level, in particular with procurement of vehicles and proper equipment.

For the purpose of better and broader familiarisation of the police officers with the contents of the Rulebook on Police Work, the *Operational Handbook on Daily Police Work* will be adopted in December 2008 and police officers shall be familiarised with its contents.

The Ministry of Interior shall continue to implement to Strategy and Action Plan on human resources regarding the activities that refer to career development and promotion system.

Total representation of 1,5 % is due to be increased in 2008. For achieving this, a competition is currently ongoing for employment of 150 police officers. The total representation is due to be increased for 1% in 2009 and 1% in 2010.

Also, activities will continue in line with the coherent in-service police training system by providing basic and continuous in-service training through the Training Centre within the Ministry of Interior. With the assistance of the already established cooperation with FRONTEX, the training of the border police shall be promoted.

REFORM OF THE JUDICIARY

For improving the financial stability of the court system, the 2009 Budget of the judiciary will be increased for 7% in comparison to 2008 (including the courts, the Academy for Training of Judges and Prosecutors, the Public Prosecutor's Office). Programme for strengthening the judicial authorities in terms of planning and managing the budget funds will be prepared, in order strengthening the efficiency and independence with the management of funds.

The Council on Judicial Service within the Supreme Court will conduct analysis of the situation in the court administration and shall propose a Plan for strengthening its capacity with additional employments.

By April 2009, the Ministry of Justice and the Academy for Training of Judges and Prosecutors will realise the Training Plan for Application of the Law on Misdemeanours, thereby all members of the committees for misdemeanours will be trained. The Supreme Court will regularly monitor the courts' handling regarding the statute-barred misdemeanour cases and the reporting will be made on a monthly basis.

The transfer of all enforcement cases from the courts to the enforcement agents will start with realisation as of January 2009.

For the purpose of improving the information technology in the judiciary, by April 2009 the implementation of ACCMIS in all courts in the country will be implemented and reports will be generated in the pilot units.

The Judicial Council will continue with its impartial monitoring over the judges' work. By April 2009, full application of the Rulebook for Evaluation of the Judges' Work will begin, after which the Judicial Council will start with the quarterly submission of reports.

High Public Prosecution Office in Gostivar and the Public Prosecution Office for Organised Crime and Corruption will be established.

The Public Prosecutor's Council will continue with the selection of public prosecutors pursuant to the Law on Filling Vacancies in Accordance to Legal Regulations and it will perform monitoring over the prosecutors' work.

IMPLEMENTATION OF LEGISLATION IN THE AREA OF ANTI-CORRUPTION

The Government will retain its consistency when it refers to the uncompromising fight against the corruption and will continue to enforce the measures referred to in the Action Plan for Fight against Corruption.

The cooperation will be carried out continuously among the bodies with special authorisations and regular reports will be made on the results made from the cooperation in corruption-related cases as well as information regarding the status of such cases. The regular reporting regarding the cooperation will be realised through the liaison officers.

By April 2009, improvement in the operation of the databases i.e. the networking of the databases and data exchange between the law enforcement agencies shall be presented.

GRECO's (Group of States against Corruption) recommendations from the second round of evaluation will be realised, the deadline for which is April 2009.

By April 2009, results shall be presented from the implementation of the Action Plan for Prevention of Conflict of Interests.

Better results will be shown in the investigation of the property assets by linking the databases of the State Commission for Prevention of Corruption and the Public Revenues Office.

By April 2009, it will be necessary to present results in the implementation of the Electoral Code provisions that refer to the financing of political campaigns and political parties as well.

HUMAN RIGHTS AND PROTECTION OF MINORITIES

By April 2009, a new comprehensive Law on Protection against Discrimination will be adopted, thereby establishing mechanisms for identification and prosecution of all types of discrimination on behalf of all state and non-state bodies.

The new prison in Kumanovo will have a custody unit, an open and a semi-open unit and will be completed by May 2009. The respect for human rights by the prison staff will be promoted, through the use of continuous training.

The Agency for protection of rights of minorities with less than 20% of the population will be fully operational in the first quarter of 2009.

Along with all other actors within the society, the Government of the Republic of Macedonia will continue to build a multiethnic democracy in accordance to the principles referred to in the Ohrid Framework Agreement.

REGIONAL ISSUES AND INTERNATIONAL OBLIGATIONS

The Republic of Macedonia will continue to pursue its proactive approach in the regional cooperation with active participation and proposing projects with greater ownership in the Regional Cooperation Council. The country will continue with its active participation in all regional initiatives.

Regarding the good neighbourly relations, the Republic of Macedonia will actively continue with its constructive approach in the promotion of the bilateral relations with the countries from the region, especially in the fields of economy, justice and security, energy and transport.

The Republic of Macedonia will constructively participate in the process of finding a mutually acceptable solution for the imposed name dispute with Greece, under the auspices of the UN.

DETAILED MEASURES AND ACTIVITIES THAT REFER TO THE POLITICAL CRITERIA ARE INCLUDED IN ANNEX I.

II. ECONOMIC CRITERIA

The Government of the Republic of Macedonia will focus on two priorities that refer to the structural unemployment, the grey economy, regulatory bodies and efficient legal system.

The high level of unemployment remains as one of the challenges of the Macedonian economy. Having into consideration that, up to a certain level, **the unemployment in the Republic of Macedonia is a structural problem**, the problem may be located on the two sides of the labour market, both the supply and the demand.

With regard to undertaking comprehensive measures, one of the key reforms of the Government to improve the labour market flexibility is increasing the workers' mobility and providing relevant qualified staff ready to respond to labour market' needs.

Activities for continuing the reforms of social contributions system will be undertaken in order to decrease the payment gap and to encourage the formal employment.

Also, the activities will focus on the following:

- promotion of the vocational education and training (VET) and adult education in particular, with the purpose of increasing the adaptability and thereby creating greater possibilities for employment,
- creating a real service for the persons seeking work by modernising the Employment Agency,
- promoting the quality and consistency of the statistics on labour by harmonising the data of the Employment Agency and the State Statistical Office, in order more transparent and more comprehensive labour market,
- multiplying the resources of the State Labour Inspectorate for the purpose of providing adequate sentences and their timely enforcement,
- redesigning the active measures for employment to reflect the real needs of the labour market in the Republic of Macedonia, with an emphasis on the policy and measures for self-employment,

With the purpose of proving conditions for free rule of law, execution of contracts and **creating equal rules of play for market stakeholders**, as key elements for fully operational markets, the Government of the Republic of Macedonia will commit itself to the following:

- multiplying the budget funds for regulating the market;
- strengthening the mechanism for inter-institutional communication of the Commission for Protection of the Competition with the regulatory bodies of the sectors, the entities in the Government and the consumer's associations;
- strengthening the system of independence of the regulatory bodies;

- creating an operational legal system for execution of contracts through specialised courts for commercial cases and restoring the mediation.

III. ABILITY TO ASSUME THE OBLIGATIONS OF MEMBERSHIP

Until accession to the European Union, the Republic of Macedonia has the obligation to harmonise the domestic legislation with the Treaties on the European Union and the European Communities i.e. the primary legislation, with the secondary legislation (regulations, directives, decisions etc.) as well as alignment to the EU policies.

The level of preparedness is assessed through the ability to assume the obligations of membership through 33 Chapters of the entire European legislation – *acquis*. The assessment given in the EC Report refers to the level of harmonisation with the *acquis communautaire*, the administrative capacity for implementation of the laws and factual enforcement of the transposed legislation. The assessment in the Report has been provided from two aspects – the progress made in the period 1 October 2007 to 1 October 2008 and the level of harmonisation in terms of the requirements for membership. The report contains certain recommendations for further activities in terms of meeting the requirements arising from membership.

The European Commission Report provides assessment that the Republic of Macedonia has achieved a high level of harmonisation with the Stabilisation and Association Agreement, as well as that it has met the obligations arising from phase I of the Agreement.

The recommendations contained in the European Commission Report are to be incorporated in the review of the National Programme for Adoption of the Acquis 2009, which is currently in progress.

In the review of the National Programme, in particular, the following is taken into consideration:

- the need for prioritisation of certain measures, in accordance with the recommendations contained in the Report;
- the momentum and impact of the reforms with the economic and social as well as fiscal implications;
- the current analysis of the level of harmonisation of the Macedonian legal system and public policies with the *acquis communautaire* and the need for further harmonisation;
- the focus on implementation and enforcement of the legislation as well as strengthening of the administrative capacities;
- the compliance with the Stabilisation and Association Agreement;
- the comments of the European Commission on the review 2008.

MONITORING THE REALISATION OF THE ACTION PLAN

Monitoring of the realisation of the plan will be conducted on a weekly basis. All competent institutions will provide information to the Secretariat for European Affairs by 2 pm every Thursday at the latest, while the Secretariat will deliver the report to the Government every Friday. The Government will review the report on every session within the item on the agenda on the EU integration. The summary reports shall also be provided to all responsible institutions for the measures and activities contained in the Plan.

ANNEX 1 – POLITICAL CRITERIA

PLANNED MEASURES AND ACTIVITIES

(by competent institution, measures and deadline for realisation)

ACHIEVING A COMPREHENSIVE POLITICAL DIALOGUE WITHIN THE FRAMES OF THE DEMOCRATIC INSTITUTIONS,

Competent institution: the Assembly of the Republic of Macedonia

Participants: Government of the Republic of Macedonia, President of the Republic of Macedonia

- **Implement the new Rules of Procedure of the Assembly of the Republic of Macedonia**

Responsible: the Assembly of the Republic of Macedonia

Implement the procedures deriving from the new Rules of Procedure of the Assembly in order to provide a comprehensive discussion in terms of the proposed legal acts.

- Deadline: Continuous

Regular communication and cooperation in the Assembly – meetings with coordinators of the parliamentary political parties and alignment with the agenda of the Assembly

- Deadline: Continuous

- **Implement an Action Plan for the operation of the Assembly of the Republic of Macedonia**

Responsible: the President of the Assembly of the Republic of Macedonia, coordinators of parliamentary political parties

Provide appropriate staff and budget for the new administrative organisation of the parliamentary services

- Deadline: April 2009

Achieving operation of the Budget Council of the Assembly of the Republic of Macedonia.

- Deadline: April 2009

Adopt a programme for strengthening the capacities of the Assembly for planning and execution of the budget.

- Deadline: April 2009

Adopt the Law on the Assembly of the Republic of Macedonia which provides for strengthening of the position of the Assembly within the frame of the democratic processes in the country

- **Deadline:** April 2009

- **Consensus in the Assembly concerning issues related to the implementation of the Framework Agreement; Implementation/Functioning of the Badintair principle**

Responsible: Assembly of the Republic of Macedonia - Committee on Relations between the Communities

The political parties within the regular coordinative meetings with the President of the Assembly of the Republic of Macedonia shall strive at reaching consensus concerning issues related to the implementation of the Framework Agreement and functioning of the Badintair principle.

The operation of the Committee will be continuously proven in line to the Law on the Committee for Inter-ethnic relations in the Republic of Macedonia.

- **Deadline:** Continuous

- **Provide consensus concerning issues related to the accession into the EU**

Responsible: Council on European Integration, Committee on European Affairs

In order to implement the National Programmes for Adoption of the Acquis, the Government of the Republic of Macedonia and the Assembly of the Republic of Macedonia will give priority to the adoption of the laws which are harmonised with the European legislation.

- **Deadline:** Continuous

Operation of the National Council for European Integration in accordance with the decision for establishment

- **Deadline:** Continuous

Operation of the Committee for European Affairs in accordance with the decision for establishment

- **Deadline:** Continuous

- **Cohabitation of the President of the Government and the President of the Republic**

Responsible: the President of the Government of the Republic of Macedonia, the President of the Republic of Macedonia

- **Deadline:** Continuous

CONDUCT OF PRESIDENTIAL AND LOCAL ELECTIONS IN 2009 PURSUANT TO THE ELECTORAL CODE¹

- **Establish and strengthen the capacities of the SEC**

Establish the SEC in accordance with the amendments to the Electoral Code

Responsible: *the Assembly of the Republic of Macedonia*

Deadline: December 2008

Employment of 12 persons in the SEC

Responsible: *the SEC, the Government of the Republic of Macedonia*

Deadline: February 2009

Provide appropriate premises for the SEC and purchase of equipment (system hall, computers)

Responsible: *the SEC, the Government of the Republic of Macedonia*

Deadline: February 2009

- **Announce elections**

Responsible: *the President of the Assembly of the Republic of Macedonia*

Adopt an act by the President of the Assembly to announce elections for President of the Republic and elections for members of the council and mayors of the local self-government units.

Deadline: 18 January 2009

- **Establish Election Management Bodies**

Responsible: *the SEC, the CSA, the MEC, the ECRS*

Establish a Municipal and Election Commission of the City of Skopje, i.e. complete the composition thereof

- **Responsible:** *the SEC*

- **Deadline:** 31 January 2009

Establish election boards

¹ The deadlines are set under the assumption that they will be held in the last possible legal deadline for joint conduct of both municipal and presidential elections.

Responsible: *the Municipal Election Commission, i.e. the Election Commission of the City of Skopje*

Deadline: 8 February 2009

- **Voters' List**

Responsible: *the MJ, the SEC*

Public insight in the voters' list

Responsible: *the MJ*

Deadline: 28 January 2009 – 11 February 2009

Closing of the voters' list

Responsible: *the MJ*

Deadline: 27 February 2009

Signing of the voters' list

Responsible: *the SEC*

Deadline: 13 March 2009

- **Identify candidates**

Responsible: *the MJ, the SEC, the MEC, the ECRS, participants in the election process*

Submit candidate lists to the SEC (for President) i.e. to the municipal/election commission of the City of Skopje (for candidates for members of the councils of the municipalities/the city and the mayors)

- **Responsible:** *candidate list submitters*

- **Deadline:** 22 February 2009

Determine the order of candidate lists

For president

Responsible: *the SEC*

Deadline: 24 February 2009

For councils of municipalities/city and mayors

Responsible: *the MEC and the ECRS*

Deadline: 3 March 2009

Publish a single candidate list for election of president of the Republic

- **Responsible:** *the SEC*

- **Deadline:** 26 February 2009

Publish single candidate lists for election of members of councils and mayors

Responsible: *the MEC, the ECRS*

Deadline: 3 March 2009

- **Education of Electoral Bodies**

Mandatory education of the members of the Municipal Election Commissions i.e. Election Commission of the City of Skopje.

Responsible: *the SEC*

Deadline: 23 February to 7 March 2009

Education of members of Election Boards

Responsible: *the MEC*

Deadline: 20-24 March 2009

- **Election Campaign**

Responsible: *the MJ, the SEC, the MEC, the ECRS, the BC*

Open separate gyro-accounts designated “for election campaign”, and present evidence for opened gyro-account to the competent election commission. (If the organiser of the election campaign fails to open a gyro-account in the foreseen deadline, the approved candidate list is abolished with a decision from the competent election commission).

Responsible: *organisers of election campaigns*

Deadline: 48 hours after approval of the candidate lists

Conduct the election campaign pursuant to the law

Responsible: *the MI, the SEC*

Deadline: 9-27 March 2009

Maintain order on pre-election rallies

Responsible: *the MI*

Deadline: 9-27 March 2009

Adopt a Rulebook on equal media presentation in the election campaign

Responsible: *the Broadcasting Council*

Deadline: February 2009

Monitor the election campaign in the media and undertake measures pursuant to the law

Responsible: *the Broadcasting Council*

Deadline: in the course of the campaign

Determine an election programme advertisement price list and delivery thereof to the SEC and the State Audit Office (by the printed media) and by the broadcasters to the Broadcasting Council.

Responsible: *the broadcasters and printed media in the Republic of Macedonia*

Deadline: 5 days from the day of announcing the elections

Publish the election programme and candidate advertisement price list

Responsible: *the SEC*

Deadline: 24 hours after receipt of the price list.

- **.Conduct elections and announce the results**

Turn over the election material to the election boards

Responsible: the MEC

Deadline: 28 March 2009

Carry out the election activities pursuant to the law on the day of elections

Responsible: *the EB, the SEC, the MEC*

29 March 2009

Deliver election material to the MEC

Responsible: *the EB*

Deadline: 7 hours after completion of the municipal elections, 10 hours for Mayor and Council of the City of Skopje

Announce the initial results of the elections

Responsible: *the SEC*

Deadline: 12, i.e. 10 hours after completion of the municipal elections

Hold a second round of elections

Responsible: *the EB, the SEC, the MEC*

Deadline: 12 April 2009

Enforce the complaints and appeals procedures pursuant to the Electoral Code

Responsible: *the SEC, the Administrative Court*

Deadline: pursuant to the Electoral Code

Carry out the role of the police pursuant to the Electoral Code and the Rulebook on the manner of handling by the police during conduct of elections

Responsible: *the MI, the SEC*

Deadline: during the election process

Announce the final results of the elections

Responsible: the SEC

Deadline: 24 hours from the final completion of the elections.

Publish the delivered financial statements by the organisers of the SEC web page

Responsible: *the SEC*

Deadline: May 2009

THE GOVERNMENT

- **Continuous implementation of the obligations arising from the European integration process**

Responsible: *the Government of the Republic of Macedonia*

Monitor the realisation of the Action Plan, the NPAA, and the obligations arising from the Stabilisation and Association Agreement and IPA

- **Deadline:** Continuous – on every government session within the item on the agenda on EU integration and on thematic sessions on EU related issues

- **Complete the decentralisation process**

Responsible: *the Ministry of Local Self-Government and the Ministry of Finance in cooperation with the Association of the Units of the Local Self-government*

Assistance to the municipalities which have not qualified to enter the second phase of fiscal decentralisation

- **Deadline:** continuous in 2009

Adopt the Law on Inter-municipal Cooperation for the purpose of strengthening the coordination capacities of the municipalities

- **Deadline:** February 2009

Strengthen the system of financial control of the municipalities through establishing units for internal audit

in the municipalities where they have still not been established

- **Deadline:** continuous in 2009

Continue the effective tax collection by municipalities

- **Deadline:** continuous in 2009

Introduce simplified measures for financing education in the municipalities

- **Deadline:** continuous in 2009

PUBLIC ADMINISTRATION

- **Consistent implementation of the Law on Civil Servants**

- **Responsible:** the Civil Servants Agency and the Ministry of Finance, state administrative bodies

Submit data on implemented selection and employment procedures

- **Responsible:** *the Civil Servants Agency and the Ministry of Finance, state administrative bodies*
- **Deadline:** Continuous

Submit data on initiated disciplinary procedures.

- **Responsible:** *the Civil Servants Agency*
- **Deadline:** Continuous

Submit evaluation reports by all state administrative bodies

- **Responsible:** *the state administrative bodies*
- **Deadline:** March 2009

Submit analysis of the conducted evaluation

- **Responsible:** *the Civil Servants Agency*
- **Deadline:** April 2009

Full implementation of Chapter IV “Salaries and Supplements of Civil Servants” – Enforce the Guidelines on the closer criteria for awarding remuneration to civil servants

- **Responsible:** *the Ministry of Finance, state administrative bodies*
- **Deadline:** April 2009

Amendments to the Law on Civil Servants

- **Responsible:** *the Ministry of Justice*
- **Deadline:** April 2009

- **Strengthen the capacity of the units for human resources management within the state administrative bodies**

Responsible: the Government of the Republic of Macedonia, the Civil Servants Agency

Establish units of human resources where they have not been established

- *Responsible:* the Government of the Republic of Macedonia, the competent state administrative bodies
- **Deadline: April 2009**

Strengthen human resources with expert and trained staff

- *Responsible: the Government of the Republic of Macedonia, the state administrative bodies*
- *Deadline: April 2009*

Trainings for the employees of the units for human resources

- *Responsible: Civil Servants Agency*
- *Deadline: April 2009*

Establish a functional network of units of human resources

- *Responsible: Civil Servants Agency*
- *Deadline: April 2009*

- **Provide a system for continuous training of all civil servants**

Responsible: the CSA, the MF, the SAB (the bodies referred to in Article 3 paragraph 2 of the Law on Civil Servants),

Implement the Training Strategy 2009-2011

- *Deadline: Continuous*

Establish the training council

- *Responsible: the CSA, the MF, the SEA*
- *Deadline: December 2008*

Adopt training programmes by all state administrative bodies

- *Responsible: the Government of the Republic of Macedonia, the state administrative bodies and other state bodies*
- *Deadline: December 2008*

- **Improve the quality of preparing laws in accordance with the Rules of Procedure of the Government of the Republic of Macedonia**

Responsible: *the General Secretariat of the Government of the Republic of Macedonia*

The draft laws that are submitted to the Government enclose an estimation of the impact of the regulation

- **Deadline:** *as of 1 January 2009*

Mandatory publishing of the working versions of the legal regulations on the web sites of the ministries

- **Deadline:** *as of 1 January 2009*

CONTINUE THE POLICE REFORMS

Responsible: **Ministry of Interior**

- **Provide professional standards and independence of the police**

Responsible: the MI

Adopt a new Law on Internal Affairs in accordance with the suggestions by the EC

- **Deadline:** February 2009

Full-time employment of the new police officers who take training in the Training Centre of the MI in accordance with the provisions of the Law on Internal Affairs

- **Deadline:** May 2009 (after completing the training period)

Regular reporting on the application of the provisions of the law relating to the selection, employment, promotion, dismissal, material and disciplinary accountability

- **Deadline:** Continuous

Complete the internal procedures within the MI initiated against the police officers who participated in the election incidents

- **Deadline:** March 2009

- **Further familiarisation of all members of the police with the contents of the Rulebook on Police Work i.e. the novelties envisaged with the police reform**

- *Responsible – the MI*

Adopt the Operational Handbook on Daily Police Work

- **Deadline:** December 2008

Familiarise the police officers with the Operational Handbook on Daily Police Work

- Deadline: March 2009

- **Implement the Strategy and the Action Plan on Human Resources**

Responsible – the MI

Submit data with regard to the implementation of the Strategy and the AP on Human Resources, special emphasis in particular on the changes that have occurred in the police after their adoption

- Deadline: March 2009 (to be submitted on a regular monthly basis)

Introduce a merit-based system in the Police

- Deadline: March 2009

- **Increase the equitable representation in the police, special emphasis on the medium and managerial levels**

Responsible – the MI

Increase the overall representation by 1.5% in 2008

Increase the overall representation by 1% in 2009 – create prospects for promotions up to medium level and special task units

Increase the overall representation by 1% in 2010 – create prospects for promotions up to medium level and special task units

- **Continue the activities providing a coherent (in-service) system for police training, in particular, for training of border police members (specific training plan)**

Responsible: the MI

Draft/present an Annual Plan for Police Training

- Deadline: December 2008

Provide basic and continuous (in-service) training through a Training Centre within the MI

- Deadline: Continuous, to report on a regular basis

Implement training for the border police members

- Deadline: Continuous

- **Enhance the court supervision in the interception of communication**
Responsible: the MI and the judiciary
 Submit reports on the consistent implementation of the Law on Interception of Communications
 - **Deadline: Continuous** - to report on a regular basis

ANTI-CORRUPTION POLICY

- **Implement the Government's Action Plan for Fight Against Corruption**
 - *Responsible: the Government of the Republic of Macedonia, the Ministry of Justice*
 Realise the measures of the Government's AP
 - **Deadline: Continuous**
 Regular meetings of the Council of Ministers on the realisation of the Government's AP
 - **Deadline: every month**
- **Cooperation among law enforcement agencies**
Responsible – the MJ, the PPO, the MI and law enforcement agencies
 Report on cooperation between law enforcement agencies via liaison officers
 - **Deadline: Continuous**
 The MI, the PPO and the MJ will submit consolidated and consistent statistical data on criminal reports filed, proceedings initiated and on decisions reached
 - **Deadline: Continuous**
- **Improve the system for electronic collection and exchange of data among the bodies competent for fight against corruption**
Responsible: the Ministry of Interior, the State Commission for Prevention of Corruption and the Public Revenue Office
 Network linkage of the databases of the law enforcement agencies
 - **Deadline: in accordance with the Action Plan**
 A linkage between the databases of the SCPC and the PRO
 - **Deadline: February 2009**

- **Implement the recommendations made by the Group of States against Corruption GRECO/Council of Europe**

Responsible: the Ministry of Justice, the Ministry of Interior

Further implementation of the legal acts on confiscation and seizing the revenues from crimes (GRECO recommendation – second set of evaluation)

- **Deadline: April 2009**

Introduce codes of conduct for the civil servants, with a rule for reporting suspicions for corruption and providing training on the risks of corruption, the preventive measures and raising the awareness of the public (GRECO recommendation - second set of evaluation)

- **Deadline: April 2009**

Further harmonisation with Article 18 of the Council of Europe Criminal Law Convention on Corruption in order to provide accountability of the legal persons for the criminal act illegal mediation (GRECO recommendation – second set of evaluation)

- **Deadline: April 2009**

Introduce intensified training for the police, the prosecutors and the judges on the corporative accountability of the legal persons and on the implications of the legislation of the corporative accountability with regard to the investigation, the prosecution and the adjudging in these cases (GRECO recommendation - second set of evaluation)

- **Deadline: April 2009**

Establish a regulative frame of modern administrative principles for a large number of public servants that are not civil servants, and that will be in compliance, to a possible extent, with the regulations applied with regard to the civil servants (GRECO recommendation - second set of evaluation)

- **Deadline: April 2009**

- ***Implement the Law on Prevention of Conflicts of Interest***

Responsible: the Ministry of Justice, the State Commission for Prevention of Corruption

Amendments to the Law on Prevention of Conflicts of Interest

- **Deadline: April 2009**

Implement the Action Plan for prevention of conflict of interest

- **Deadline: April 2009**

- **Increase the transparency in the financing of the political parties and the election campaigns**

Responsible: Ministry of Justice

Implement the provisions of the Electoral Code in the area of financing the political campaigns

- **Deadline: April 2009**

JUDICIARY

- **Strengthen the budget frame and the human resources in the judiciary**

Responsible: the Judicial Council, the Supreme Court, the Ministry of Justice, the Government of the Republic of Macedonia

Increase the planned funds for the judiciary power in the draft budget for 2009 (courts, Academy for Training of Judges and Prosecutors, Public Prosecutor's Office)

- **Deadline:** November 2008

Transfer the office of the judicial budgetary council in the Judicial Council

- **Deadline:** December 2008

Analyse the budgetary needs of the courts by the Court Budgetary Council

- **Deadline:** April 2009

Adopt the Programme of the Court Budgetary Council

- **Deadline:** April 2009

Strengthen the capacities of the PPO on budget planning

- **Deadline:** April 2009

- **Strengthen the capacities of the judicial administration**

Responsible: the Judicial Service Council within the Supreme Court, the MJ, the GRM

Analyse the situation in the judicial administration in the courts

- **Deadline:** 31 March 2009

Additional employments in the judicial administration

- **Deadline:** April 2009

- **Training Plan for the Academy of Judges and Prosecutors**

Responsible: the Academy of Judges and Prosecutors, the Judicial Council of the Republic of Macedonia, the Supreme Court of the Republic of Macedonia

Realise the plan for initial training of candidates for judges and prosecutors

- **Deadline:** Continuous

Realise the plan for continuous training of judges and prosecutors / 2009 Calendars

- **Deadline:** 2009

Analyse the needs for human resources of the courts and the public prosecutor's office and employment of candidates trained in the Academy

- **Deadline:** analysis – April 2009, employment of candidates – 2009-2010

- **Monitor the implementation of the laws that are harmonised with the Law on Misdemeanours and the misdemeanour commissions**

Responsible: the Ministry of Justice, the Academy for Training of Judges and Prosecutors

Realise the Training Plan for Application of the Law on Misdemeanours

- **Deadline:** April 2009

Reporting on a monthly basis by the Ministry of Justice on the work of the misdemeanour commissions

- **Deadline:** Continuous

Monthly reporting by the Supreme Court regarding the handling of statute-barred misdemeanour cases (adoption of decisions of desuetude)

- **Deadline:** Continuous

- **Promote IT in the Judiciary**

Responsible – the Ministry of Justice

Submit the final version for ACCMIS to the Ministry of Justice

- **Deadline:** December 2008

Implement the ACCMIS application in all courts in the Republic of Macedonia

- **Deadline:** 31 December 2009

Generate data reports within pilot-units

- **Deadline:** 30 April 2009

JIS training for all court clerks

- **Deadline:** in the course of 2009

JIS training for all judges

- **Deadline:** in the course of 2009

Provide Internet in courts

- **Deadline:** April 2009

Recruit IT staff in each of the courts with extended jurisdiction (remaining 4)

- **Deadline:** 31 December 2008

Publish the Decisions of the Supreme Court on Internet

- **Deadline:** 31 December 2008

Publish the decisions of all courts on Internet

- **Deadline:** 30 April 2009

- **Record of achievements in the operation of the Judicial Council**

Responsible: the Judicial Council of the Republic of Macedonia

Start the application of the Rulebook for Evaluation of the Judges' Work

- **Deadline:** April 2009

Report quarterly on the application of the Rulebook for Evaluation of the Judges' Work

- **Deadline:** Continuous

Regular report on the number of judges dismissed on the grounds of non-professional and dishonest performance and on the grounds of the number of criminal complaints against judges (including outcome thereof)

- **Deadline:** Continuous

- **Record of achievements of the Public Prosecutor's Council**

Responsible: the Public Prosecutor's Council

Select public prosecutors pursuant to the Law on filling vacancies in accordance with the legal regulations

- **Deadline:** December 2008

Start supervising the public prosecutors' work

- **Deadline:** December 2008

- **Implement the reforms in the Public Prosecution in accordance with the law**

Responsible: the Ministry of Justice, the Public Prosecutor's Office of the Republic of Macedonia

Establish the High Public Prosecution in Gostivar

- **Deadline:** December 2008

Establish the Public Prosecutor's Office for Organised Crime and Corruption Prosecution (provide premises)

Deadline: December 2008

Analyse the needs of the Public Prosecution in accordance with the enhanced role of the public prosecutors in the pre-investigative procedure

Deadline: April 2009

REGIONAL ISSUES AND INTERNATIONAL OBLIGATIONS

Responsible: the Government of the Republic of Macedonia, the Ministry of Foreign Affairs, the PPO of the Republic of Macedonia, the courts

Continue to cooperate fully with the ICTY

Deadline: 2009; Continuous

Participate in regional initiatives

Participate in the Regional Cooperation Council

Implement the Central European Free Trade Agreement (CEFTA)

Participate in ReSPA

Participate in SECI/Regional for Combating Organised Trans-Border Crime

Participate in other regional organisations and initiatives

Deadline: 2009 (Continuous)

Foster cooperation with neighbouring countries, notably on cross border cooperation, the fight against organised crime, trafficking and smuggling, judicial cooperation, border management, readmission and the environment

Foster cooperation with the Republic of Albania

Foster cooperation with the Republic of Bulgaria

Foster cooperation with Bosnia and Herzegovina

Foster cooperation with Croatia

Foster cooperation with Greece

Foster cooperation with Kosovo

Foster cooperation with Montenegro

Foster cooperation with the Republic of Serbia

Foster cooperation with Turkey

Deadline: 2009 (Continuous)