

**Roadmap for Rule of Law**

AREAS AND SUB-AREAS	STRATEGIC/LEGISLATIVE/ INSTITUTIONAL FRAMEWORK	IMPLEMENTATION AND INSTITUTIONAL CAPACITY	PERFORMANCE
<b><u>Chapter 23 – Judiciary and Fundamental Rights</u></b>			
<b><u>I.</u> JUSTICE REFORM</b>			
<b>1. Consolidation of justice reform efforts and monitoring</b>	<p>Adopt the new <b>Strategy for Development of the judicial system (for 2023-2027)</b> with its Action Plan and further development of judicial institutions and their capacities (by 2023)</p> <p>Adopt a <b>Methodology and rules of procedure</b> for monitoring the implementation of the <b>Strategy for Development of the judicial system (for 2023-2027)</b> (by 2024)</p>	Regular sessions of the <b>Council for monitoring reforms in the judicial sector</b> on quarterly level, including all annual reports of the implementation and ensured funding (by 2024)	Activities and measures from the <b>strategy for Development of the judicial system (for 2023-2027)</b> with its Action Plan are implemented in line with European standards. (within 2027)
<b>2. Management bodies</b> a) Legal framework of management bodies	<p>Revise the <b>legal framework of the Judicial Council and Council of Public Prosecutors</b> to increase their credibility and effective functioning in line with European standards and the findings and recommendations of the peer review mission on the Judicial Council’s work (by 2026)</p> <p><i>The legal and strategic framework is also addressed under 2.</i></p>	<i>The implementation and institutional capacity is also addressed under 2. Independence and Impartiality</i>	<p>The legal framework of the Judicial Council and the Council of Public Prosecutors are amended in line with European standards (by 2026)</p> <p>Judicial and prosecutorial management bodies are fully <b>independent, professional and protect judicial independence effectively</b> (starting from 2024)</p>

	<i>Independence and Impartiality</i>		
b) Selection of judge/prosecutorial members	Adopt amendments of the <b>Law on Judicial Council and Law on Public prosecutors Council</b> regarding the election of the members to enhance their credibility of the members and prevent political influence, including by introducing census or a minimal number of votes for election of members from among judges/prosecutors as members of the Judicial Council/Council of Public prosecutors. (by 2026)	Announcements for the election of members from among judges/prosecutors in a <b>legally determined deadline</b> published before the end of the mandate. (by 2026)	The members of the <b>Judicial Council and Council of Public prosecutors are elected on the regular basis</b> by their peers from all levels of the judiciary in accordance with the revised legislation of Judicial Council and Council of Public Prosecution. (by 2028)
c) Selection of lay members	Adopt amendments to the <b>Law on Judicial Council<sup>1</sup> and Law on Public Prosecutors Council<sup>2</sup></b> to revise the procedure for election of lay members of the Judicial Council/Council of Public Prosecutors to ensure their independence and professionalism through transparent procedure during the selection and establishing criteria to separate the Councils from any	Strengthening the transparency for the election of lay members of the Judicial Council/Council of Public Prosecutors by holding public hearings and discussions at the Parliament on the resume of the candidates before their election (within 2026)  <i>Other implementation and</i>	All lay members of the Judicial Council/Public Prosecutors Council by Parliament are elected in a merit-based and transparent manner based on clear criteria in line with revised legislation of the Judicial Council and the Council of Public prosecutors (by 2028).

<sup>1</sup> All the reforms regarding the Judicial Council composition and other related issues shall be covered by one legislative procedure for amending the Law in line with the findings and recommendations of EU peer review mission on Judicial Council's work

<sup>2</sup> All the reforms regarding to the Public Prosecutors Council shall be covered by one legislative procedure for amending the Law

	political influence and in line with EU peer review mission findings and recommendations. (by 2026)	<i>institutional capacity measures are also addressed under FDI Roadmap</i>	
d) Accountability and dismissal of council members	<p>Adopt amendments to the <b>Law on Judicial Council<sup>3</sup></b> and <b>Law on Council of public prosecutors<sup>4</sup></b> to further enhance the legal criteria and procedure for individual responsibility of president and dismissal of members of Judicial Council in line with the peer review mission recommendations and Council of Public prosecutors (by 2026)</p> <p>Adopt amendments to the <b>Rules of procedure of the Judicial Council and Council of Public prosecutors</b> (by 2026)</p>	<p>Ensure public and transparent procedure for election of the members, with reasoned decisions (by 2026)</p> <p>Ensure functional involvement of the Associations of judges/prosecutors in the exercise of the principles of accountability and responsibility of members among judges/prosecutors of Judicial Council and Council of Public prosecutors. (by 2026)</p>	<p>All election and dismissal procedures are timely and efficiently processed in line with the revised legislation on disciplinary proceedings. (by 2030)</p> <p>Amendments to the Rules of Procedures on Judicial Council and Council of Public Prosecutors are adopted and consistently implemented (by 2030)</p>
e) Resources, transparency, and communication	Adopt amendments to the <b>Law on Judicial Council<sup>5</sup></b> and <b>Law on Council of public prosecutors to increase transparency to<sup>6</sup></b> set clear criteria, rules and procedures for notably as regards openness of the	Strengthening the transparency of the Councils by publishing the decisions, conclusions, statistical analyses and reports in the public domain on their websites timely, and engaging in structured and	Transparency in the work of the Councils ensured by obligation for publishing all activity reports and reasoned decisions of appointment, promotion, dismissals and

<sup>3</sup> All the reforms regarding the Judicial Council composition and other related issues shall be covered by one legislative procedure for amending the Law in line with the findings and recommendations of EU peer review mission on Judicial Council's work

<sup>4</sup> All the reforms regarding to the Public Prosecutors Council shall be covered by one legislative procedure for amending the Law

<sup>5</sup> All the reforms regarding the Judicial Council composition and other related issues shall be covered by one amendment to the Law in line with the findings and recommendations of EU peer review mission on Judicial Council's work

<sup>6</sup> All the reforms regarding to the Public Prosecutors Council shall be covered by one amendment to the Law

	sessions to the <b>public and provisions of reasoning of decisions in line with peer review mission</b> (by 2026)	ad-hoc media outreach. (by 2026)	career progress of judges and prosecutors as well as regular media outreach. (by 2026)  Increased resources and regular monitoring of the needs for both councils (by 2030)
<b>3. Independence and Impartiality</b> a) Legal framework	<p>Ensure that amendments to the <b>Law on Judicial Council<sup>7</sup> address all recommendations of the Venice Commission, GRECO and the EU peer review Mission for Judicial Training and peer review on the Judicial Council (by 2026)</b></p> <p>Ensure that the legal framework is in line with European standards and guarantee judicial independence, including the functional and operational independence of the judicial and prosecutorial bodies</p>	<p>Further strengthening the role of <b>Judicial Council</b> and Council of public prosecutors as guardian of the independence and impartiality of judges and public prosecutors by taking tangible measures to ensure that the judiciary/prosecution is effectively shielded from any risk or perception of undue interference. (by 2026)</p> <p>Association of judges to undertake activities and be actively involved in promoting and strengthening the independence of judges through giving initiatives, proposals and undertaking positions upon concrete issues connected with the goals and tasks of the Association (in continuation by 2030)</p>	<p>Judicial and prosecutorial management bodies carry out their role as guardian of the independence and impartiality of judges and prosecutors. (by 2030)</p> <p>Comprehensive legal safeguards are in place to ensure judicial independence, including functional and operational independence of judicial and prosecutorial bodies. (by 2028)</p> <p>Public institutions demonstrate their commitment to fully respect judicial independence. (by 2030)</p> <p>All forms of internal and external interference with the</p>

<sup>7</sup> All the reforms regarding the Judicial Council composition and other related issues shall be covered by one amendment to the Law in line with the findings and recommendations of EU peer review mission on Judicial Council's work

	<p>Adopt amendments to <b>the laws regulating salaries of judges and prosecutors</b> as well as of the court and prosecutorial administrations (2024)</p> <p>Adopt amendments to the Law on administrative servants to exclude the judicial and prosecutorial service from the scope of this law. <i>See PAR Roadmap</i></p>	<p>Ensure compliance of the laws with the increase of the minimum wage and increase the salaries of judges and prosecutors by at least 15 % and of the court and prosecutorial administrations (by 2024)</p> <p>Ensure sufficient funding and resources for the judicial authorities, in line with recommendations from the peer review mission on the Judicial Council and increase the Council of Public Prosecutors overall capacity and ensure sufficient staff and adequate IT resources (by 2025)</p> <p><i>Other implementation and institutional capacity measures are also addressed under PAR Roadmap</i></p>	<p>judicial system are addressed, prevented, and sanctioned. (by 2030)</p> <p>Resilience against internal and external pressure is gradually and consistently strengthened (by 2030)</p> <p>Capacities for budget planning and financial management for judiciary and prosecution strengthened (by 2030)</p>
b) Selection, appointment, appraisal and career advancement of judges and prosecutors	Adopt amendments to the <b>Law on Judicial Council and Law on</b>	Announcements for the election of judges/prosecutors in a legally	The vacant places for judges/prosecutors <b>are filled</b>

	<p><b>Public prosecution</b>, in particular regulating the deadline for publishing announcement of election of a judges/public prosecutors and completion of the election procedures (by 2026)</p> <p>Adopt amendments to the <b>Law on public prosecution</b> in particular by introducing census or a minimal number of votes for election of public prosecutor of the Basic public prosecutor's office for prosecuting organized crime and corruption and to ensure transparent process of selection based on clear criteria and merit. (by 2026)</p>	<p>determined deadline to be published <b>on the regular basis</b> in accordance with the projections for vacancies of the Judicial Council/Council of Public Prosecutors (by 2026)</p> <p>The public prosecutor of Basic public prosecutor's office for prosecuting organized crime and corruption is elected by majority fellow prosecutors in election process in line with the amended legislation (by 2027)</p>	<p>in timely manner in accordance with the law. (by 2030)</p> <p>Career development decisions are consistently based on <b>transparent criteria and on merits, following timely performance reviews and asset declaration checks</b> in line with European standards (by 2030)</p>
c) Allocation of cases	<p>Amendments to the <b>Law on Public Prosecutors' Office</b> to strengthen mechanisms for the use of system for allocation of cases in <b>Public Prosecutors' Offices</b> and make sure that <b>implementing legislation</b> is aligned with the amendments (by 2026)</p>	<p>Adjust the system of distribution of cases in the PPO by adding features that would empower to track more systematically developments of cases and collect quantitative information, such as the number of financial investigations carried out and the asset seized or confiscated. (by 2026)</p> <p>Conduct trainings for capacity building in the PPO for using the automated case management</p>	<p>Fully functional Case management system in PPOs with no manual distribution of cases ensured. (by 2026)</p> <p>All Public prosecutors and public prosecution staff trained for using the</p>

	<p>Adopt comprehensive <b>methodology</b> that will ensure more reliable and more precise statistical data, in line with the recommendations and methodology of CEPEJ. by 2027)</p>	<p>system for distribution of cases. (by 2027)</p> <p>Adequate business intelligence (BI) tool will be introduced and systematically used in line with the methodology for measuring of complexity of cases, to ensure quality in random allocation of cases. (by 2027)</p> <p>Commission for the supervision of the functionality of ACCMIS <b>carries out supervisions</b> in a systematic and transparent manner according to the <b>Annual Plan for supervision.</b></p> <p>Methodology for statistical data is in line with the CEPEJ Methodology and is implemented in all courts (2027)</p>	<p>automated case management system for distribution of cases. (by 2028)</p> <p>Fully upgraded and functional automated court case management information system (ACCMIS). (by 2027)</p> <p>Supervisions are conducted in all courts based on the Annual Plan and all records are published on the website of the Ministry of Justice (by 2030)</p> <p>Increased clearance rate and decreased disposition time for specific cases in line with the Methodology of CEPEJ (by 2030)</p>
<p><b>4. Accountability</b> a) Legal framework on accountability and disciplinary proceedings</p>	<p>Adopt <b>Guidelines</b> for implementation of the Code of Ethics for prosecutors.</p> <p>Revise the disciplinary procedures for judges in line with the European standards and the recommendations</p>	<p>Strengthening the role of the ethic body by conducting training for the implementation of the Code of ethics for prosecutors (by 2024)</p> <p>Introduce <b>continuous capacity building</b> regarding the integrity of</p>	<p>All judges and public prosecutors are trained annually in line with international principles on ethical conduct by the Academy for judges and</p>



	<p>by the peer review on Judicial Council In particular specify the disciplinary offences leading to a judge's dismissal and to effectively guarantee the right to appeal (including by specifying the ground for appeal), court protection and effective legal remedies notably clarifying the binding nature of final decisions by courts on appeal cases (2026).</p> <p>Adopt amendments to the Law on Public prosecution Offices regarding the disciplinary system and appraisal mechanisms for prosecutors, in particular to strengthen the role of the Council of Public prosecutors (by 2026)</p> <p><i>Other legal and strategic framework is also addressed under I. FIGHT AGAINST CORRUPTION, 2. Prevention</i></p>	<p>judges and public prosecutors and anticorruption measures through the curriculum of the Academy for Judges and Public prosecutors. (by2025)</p> <p>Implement the activities from the <b>Action plan for the prevention of corruption</b> to enable prevention and fight against corruption to reduce the risk factors for the occurrence of corruption. (by 2025)</p> <p>Strengthen the mechanisms for <b>cooperation with the State Commission for Prevention of Corruption and Conflict of Interest</b> regarding asset control and preventive mechanisms. (by2024)</p> <p>Allow access to the <b>specialised software</b> of the State Commission for Prevention of Corruption and Conflict of Interest that will allow cross checks and interoperability with other institutions and access to specialised databases for in-depth reviews for Ministry of Interior, public Revenue Office, Central Register, Central Depository and Cadastre by 2025</p>	<p>public prosecutors (by2030)</p> <p><b>Action plan for the prevention of corruption</b> in the judiciary for 2022-2025 is fully implemented (by 2025)</p> <p>Asset declarations are systematically updated and periodically verified, with strengthened mechanisms for review by the SCPC (by 2030)</p> <p>Disciplinary procedures for judges are revised in line with European standards.(by 2026)</p> <p>Full efficiency of both councils ensured in the proceedings for allegations and reporting regarding the accountability of judges and prosecutors, followed up with dismissal or disciplinary procedure when allegations</p>
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		<p>and all other relevant institutions by 2027</p> <p>Track record of consistent application of provision on accountability and integrity in the judicial system on all levels, including of finalised disciplinary proceedings, in line with the revised rules on disciplinary proceedings. (by 2026)</p> <p>Connect more systematically to ACCMIS information related to the performance evaluation of magistrates, particularly the appraisal system, and improve its features to this end (by 2027)</p>	<p>are proved (by 2030)</p> <p>Ensure that the Council of Public prosecutors effectively plays a strengthened role in disciplinary proceedings of prosecutors. (by 2026)</p> <p>Credible track record of finalised disciplinary proceedings, including with final appeals decision is implemented (2030)</p> <p>Credible track record of performance evaluations systematically conducted, including based on information, and improved features in the ACCMIS (by 2030)</p>
<p>b) Systematic track record of accountability and integrity at all levels of the judiciary</p>	<p>Establish <b>track record</b> for decision for criminal liability in the exercise of a judicial and prosecutorial function for the most serious cases (within 2024)</p>	<p>Decisions of judges and prosecutors are subject to judicial review through a system of appeal. (by 2030)</p>	<p>Decisions for criminal liability of judges and prosecutors are followed up continuously by established, (by 2030)</p>

		Track record implemented and statistical data collected (by 2025)	
<p><b>5. Quality of justice</b></p> <p>a) Judicial Training</p>	<p>Adopt implementing <b>legislation</b> steaming from the new <b>Law on Academy</b> for Judges and Public Prosecutors. (by 2024)</p>	<p>Judges, prosecutors and support staff receive training that is necessary for the performance of their tasks on annual basis.</p> <p>Ensure that Academy trainings contribute to secure better specialisation of magistrates, particularly in relation to countering organised crime and corruption (starting from 2023)</p> <p>Enhance the training methods and intensify the process of monitoring training results for candidates at the Academy, (by 2024)</p> <p>Strengthen the capacities of the Academy with additional staffing and by securing adequate premises for the Academy for judges and public prosecutors (by 2026)</p>	<p>The legislation steaming from the new Law on Academy for judges and public prosecutors is adopted and implemented. (by 2024)</p> <p>The Academy has all necessary resources to ensure high quality training for judges, prosecutors, judicial staff and other stakeholders in the judicial sector (by 2030)</p> <p><b>Fully functional</b> web-site - „E-case” and „Cross-referencing” (by2025)</p>

	<p>Memorandum/Agreement on participation in the Justice Programme signed between EU and Republic of North Macedonia. (within 2024)</p>	<p>Upgrade the functionality of the new website - „E-case” and „Cross-referencing” (by 2024)</p> <p>Increased knowledge of EU civil, criminal and fundamental rights instruments among legal practitioners and improved mutual trust between legal practitioners in cross-border judicial cooperation, through the EU Justice Programme (by 2024)</p>	<p>Granted participation in the actions of the Justice Programme (2027)</p>
<p>b) Court management and statistical data</p>	<p>Adopt new Methodologies for collection and processing of statistical data on the operation of courts and public prosecutor office’s (by 2024)</p> <p>Adopt Methodologies for uniform forms of annual reports in line with CEPEJ standards (by2024)</p>	<p>Collection, processing and analysing the statistical data on the operation of courts in line with the new Methodologies. (by 2025)</p> <p>Trainings for specialized organizational units for managing the system for collection, processing, and analysis of statistical data on the work of courts. (by 2025)</p>	<p>The court activities are organized and managed based on consistent statistical data and public reports (by 2030)</p> <p>Methodologies for uniform forms on annual reports adopted and implemented by all courts and judicial staff is trained (by 2025)</p>

<p>c) Resources, access to justice and legal aid</p>	<p>Adopt amendments to Law on Judicial Budget with aim to strengthen the independence of judiciary to provide budget autonomy and effective independence in line with the peer review mission on Judicial Council (by 2024)</p> <p>Adopt amendments to the Law on free legal aid to revise the system of legal aid to improve access to justice in particular in criminal matters (2026)</p>	<p>Judicial Council is continuously involved at all stages in the budgetary process in collaboration with the Ministry of finance according to transparent criteria (continuously to 2030)</p> <p>Ensure sufficient resources and staffing to effectively implement the legal aid system (2026)</p>	<p>Judiciary budget is in line with the estimated percentage guaranteed with the law. (continuously to 2030)</p> <p>Credible track record of legal aid provided, in line with revised provision on legal aid (2026)</p>
<p>d) Number and accessibility of courts and prosecutor's offices</p>	<p>New analysis of the court network (by 2025) optimization and reorganization of the judiciary prepared (by 2026).</p> <p><i>Other legislative and institutional measures under I. FUNDAMENTAL RIGHTS, 8. Anti-discrimination</i></p>	<p>Fully implemented activities from Human resources strategies in judiciary and public prosecution network. (by 2026).</p> <p>Strengthen the human resources and the material and technical conditions in the justice sector in accordance with the Human resource strategies including better advanced planning and implementation. (by 2026)</p> <p><i>Other implementation and capacity measures under I. FUNDAMENTAL RIGHTS, 8. Anti-discrimination</i></p>	<p>Consistent analysis and review of judicial network is undertaken and communicated to the public (by 2025) and the optimization and reorganisation is implemented (by 2026)</p> <p>Optimized judiciary system in line with CEPEJ Guidelines (by 2026)</p> <p>All courts have infrastructure access and provision of services for all persons, including persons for disabilities (by 2030)</p>

		Monitor the implementation of Human Resources strategies by introducing clear indicators to show progress on implementation (by 2024)	Human resources strategies are fully implemented (by 2027)
e) Digital/electronic information and communication tools, including case management system	<p>Adopt amendments to the Court Rules of Procedure as well as the Rulebook on the method of distribution of cases in the Public Prosecutor's Offices (by 2027)</p> <p>Adopt new ICT Strategy for the Justice System 2024-2028 (by 2024)</p>	<p>Memorandum for interoperability between the bodies of the justice sector and other state bodies;</p> <p>Upgrade the Case management system in particular, to develop and improve the case management and statistical data system to track judicial activity and productivity, to improve the user-friendliness of the IT system and IT registration process to develop a case law databases that will facilitate the analysis of legal issues and ensure stronger consistency in judicial decision (by 2026)</p> <p>Rationalization and automation of the process of delivery (serving) in enforcement. (by 2027)</p>	<p>Fully functional interoperability system of Public Prosecutor Offices with Ministry of Interior, Directorate for financial police, Directorate for financial intelligence, Customs Administration, Public Revenue Office, Agency for Managing of Seized Assets, courts, penitentiary institutions, and bar association (by 2026)</p> <p>Implementation of the new ICT strategy and updated case management system and registration of case data fully operational (by 2028)</p>
f) Consistent Jurisprudence		Trainings for consistent application of the laws and the jurisprudence of the European	Trainings are conducted and completed within the Catalog for continuous and initial

		<p>Court of Human Rights. (In continuation by 2030)</p> <p><b>Joint regular sessions of the Supreme Court and the Appellate courts for uniform application of laws and application of the jurisprudence of the European Court of Human Right. (by 2024)</b></p>	<p>trainings of the Academy for judges and public prosecutors – on annual basis (by 2030)</p> <p><b>Four joint sessions held on annual basis - one session per quarter (within 2030)</b></p>
g) Publication and accessibility of court rulings	<p>Amend the Law on Management of Court Cases (2024)</p>	<p>Provision of equipment for audio and video recording in all courtrooms (by 2025)</p> <p>Publishing of all, not yet final court judgements, in the public domain on the website of the courts (by 2024)</p>	<p>Full implementation and respect of legislative provisions for audio and video recording. (In continuation by 2030)</p> <p>All decisions are published and easily accessible on the web-portal <a href="http://www.sud.mk">www.sud.mk</a> and regular updating of the judicial database (In continuation by 2030)</p>
h) Alternative dispute resolution		<p>Conduct further promotion of mediation and of the use of other alternative dispute resolution methods through public campaigns and through the relevant chambers, the Academy for judges and public prosecutors and the Association of judges. (in</p>	<p>Use of alternative dispute methods increased up to 50% (by 2028)</p>

		<p>continuation within 2030)</p> <p>Strengthening the skills and professional capacities of mediators and ensuring logistics premises for the operation of the Chamber of Mediators (by 2024)</p> <p>Operationalization of the National Council for Mediation (by 2024)</p>	<p>Financial resources provided for efficient functioning of the Chamber of mediators of the country by the Government. (by 2024)</p> <p>Full functionality of the National Council for Mediation is ensured, follow up and assess the quality of the mediation. (by 2025)</p>
<p><b>6. Efficiency</b></p> <p>a) Length of proceedings, disposition time and clearance rate</p>		<p>Align with the European Commission for the Efficiency of Justice (CEPEJ) tools on the performance of both the judiciary and the prosecution (in continuation by 2030)</p> <p>Clearance rates and disposition times, as well as other key efficiency indicators are close to the EU median (by 2024)</p>	<p>CEPEJ tools referring to efficiency of the judiciary are fully implemented (by 2030)</p> <p>Maintain clearance rates and disposition time according to CEPEJ tools in consistent manner (in continuation by 2030)</p>
<p>b) Procedural rules and management of trials</p>	<p>Adopt new Law on Civil Procedure and new Law on Criminal Procedure to align with EU acquis for procedural rights (by 2025)</p> <p>Adopt relevant implementing</p>	<p>Training for all stakeholders from judicial sector for implementation of the new laws. (by 2025)</p> <p>Implemented legislation is revised</p>	<p>Credible track record of judgment in civil and criminal procedures. (by 2030)</p> <p>The laws on Civil Procedure</p>



	legislation stemming from the new laws (by 2024)	and in line with the Law on Civil Procedure and Law on Criminal Procedure (by 2025)	and Criminal procedure are amended and fully implemented (2030)
c) Backlogs	Adopted annual action plans for dealing with the backlog of cases by all courts in all instances. (by 2024)	Annual quantitative and qualitative analysis for the causes of backlogs (by 2024)	Maintained low backlog percentage rate (2%). (by 2030)
d) Use of languages in judicial proceedings			
<b><u>II.</u> FIGHT AGAINST CORRUPTION</b>			
<b>1. General framework</b>			
a) A robust anti-corruption legal and policy framework is in place and is able to effectively tackle corruption at all levels, in line with European and international standards. This includes dedicated legal and policy action plans for areas particularly vulnerable to corruption.	<p>Analysis of the implementation of the National Strategy for Prevention of Corruption and Conflict of Interests 2021-2025, including the effectiveness of the implementation, and provide recommendations for the new five-year National Strategy for Prevention of Corruption and Conflict of Interest, based on lessons learned (2025)</p> <p>Adopt the new five-year <b>National Strategy for Prevention of Corruption and Conflict of Interests 2026-2030</b> (by 2025).</p>	All recommendations from the analysis of the implementation of the current National Strategy for Prevention of Corruption and Conflict of Interests are implemented in the preparation of the new five-year National Strategy for Prevention of Corruption and Conflict of Interests 2026-2030 (by 2025)	<p>National Strategy for prevention of corruption and conflict of interest 2021 – 2025 is fully implemented (by 2025)</p> <p>New five-year National Strategy adopted in inclusive and transparent process (by 2025)</p>

	<p>Adopt methodology for assessment of the implementation effectiveness of new National Strategy for Prevention of Corruption and Conflict of Interests (2026)</p> <p>Adopt dedicated in depth legal and policy action plans to mitigate corruption risks in areas particularly vulnerable to corruption, based on sectoral risk assessment including National Strategy for Prevention of Corruption and Conflict of Interests in the relevant institutions (by 2026)</p> <p>Adopt the plan for conducting of sectoral corruption risk assessment on the base of e the current methodology (SICRA – Sectorial Integrity and Corruption Risk Assessment) and incorporate</p>	<p>Assessment of the implementation effectiveness of new National Strategy for Prevention of Corruption and Conflict of Interests (by 2029)</p> <p>Sectoral corruption risk assessment on the base of the current methodology (SICRA – Sectorial Integrity and Corruption Risk Assessment) and incorporate evaluation of the assessment reports (by 2025)</p>	<p>The National Strategy for Prevention of Corruption and Conflict of Interest 2026-2030 effectively implemented as assessed based on the methodology for assessment of the implementation effectiveness of new National Strategy for Prevention of Corruption and Conflict of Interests (2030)</p> <p>At least 80% of the activities envisioned in the National Strategy for Prevention of Corruption and Conflict of Interest implemented by 2030</p> <p>Integrity, accountability and transparency in the public sector, both on political level and in recruitment and human resource policies, based on system of values and criteria implemented in practice in at least 80% of the institutions.</p>
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	<p>Analysis of implementation of recommendations (by national institutions and international organisations and institutions - EC, CoE-GRECO, UNODC and OECD), including for alignment of the anti-corruption legal and institutional framework with the new Anti-corruption EU acquis, as basis for developing a plan of activities (by 2024)</p> <p>Adopt new Law on Whistle-blower Protection and related secondary legislation with the European and international standards <b>(Transposition of Directive (EU) 2019/1937.</b> (by 2025)</p>	<p>Activities against Corruption, by 2026)</p> <p>Implementation of activities for compliance with the European acquis by all stakeholders in timely manner (starting from 2024)</p> <p>Conduct trainings for state institutions (approx. 800) on the implementation of the new Law on Whistle-blower Protection (2026)</p>	<p>National anti-corruption legal and institutional framework aligned with the new Anti-corruption EU acquis (by 2030)</p> <p>Representatives of all public sector entities are obliged to establish protected reporting channels are trained for the implementation of the new Law on Whistle-blower Protection (2027)</p>
b) Monitoring evaluation and coordination are ensured.	Adopt guidelines for the system of coordination, monitoring, and reporting on the implementation of anti-corruption policy recommendations, to include use of independent sources and CSOs contributions (by 2024)	<p>Develop web-based monitoring tool for SCPC to monitor the implementation of the new National Strategy for Prevention of Corruption and Conflict of Interests, (by 2026)</p> <p>Develop web portal for collaborative monitoring evaluation of implementation of anti-corruption policy</p>	The system of monitoring evaluation and coordination of implementation of anti-corruption policy recommendations and monitoring tool for the implementation of the National Strategy for Prevention of Corruption and Conflict of Interest are fully

		<p>recommendations and the implementation of the National Strategy for Prevention of Corruption and Conflict of Interests, to include CSOs contributions and use of independent sources (operational under the auspices of the Inter-agency body for Coordination of Activities against Corruption by 2026)</p> <p>Regular meetings of the Inter-agency body for Coordination of Activities against Corruption, held at least quarterly each year</p>	<p>operational (by 2027)</p> <p>Annual reports of the Inter-agency body for Coordination of Activities against Corruption, submitted to the Government (2024-2030)</p>
c) Civil society and non-governmental organisations are actively involved in corruption prevention and reporting.		<p>Meetings of the Inter-agency body for Coordination of Activities against Corruption with participation of representatives of CSOs Platform for Fight against Corruption held at least twice a year. (2024)</p>	<p>The civil society and other non-governmental organizations are actively involved and consulted in anti-corruption policy building and evaluation activities, including awareness raising and other activities to promote prevention of corruption. (by 2024)</p>
<p><b>2. Prevention</b></p> <p>a) Corruption prevention framework is effective in preventing and significantly reducing the incidence</p>	<p>Analysis of the sanctioning regime under the Law on Prevention of Corruption and Conflict of Interest</p>	<p>Strengthened role of the State Commission for the Prevention of Corruption in the application of</p>	<p>Law on Prevention of Corruption and Conflict of Interest adopted in transparent</p>

<p>of corruption at all levels, in particular in the risk areas.</p>	<p>and the SCPC rules of procedure (by 2024)</p> <p>Amendments of the <b>Law on Prevention of Corruption and Conflict of Interest</b> to improve its sanctioning regime and efficiency of the State Commission for Prevention of Corruption and Conflict of Interest including for verification of asset and interest declarations (by 2025)</p> <p>Adoption of <b>Risk Management Strategies</b> at central and local level public sector entities, in line with the Law on Public Internal Financial Control and corruption risk methodology</p> <p>Adoption of corruption risk mitigation plans by central and local level public sector entities from sectors vulnerable to corruption</p>	<p>the new sanctions' regime in the initiated procedures (starting from 2025)</p> <p>Data for track record of SCPC initiatives for dismissal and disciplinary proceedings against official persons for violation of provisions of the Law on Prevention of Corruption and Conflict of Interest, continuously updated (2025)</p> <p>Organized annual trainings for risk assessment and management by Ministry of Finance</p> <p>Strengthening of Ministry of Finance-Central Harmonization Unit human and technical resources to continue more activities to improve the Risk Management Process (12 employees in total by 2025)</p> <p>Regular trainings for implementation of elements of Integrity system in accordance with Integrity Policy at central and local level at least 2 representatives per entity, 50% of entities by 2028</p>	<p>and inclusive process (by 2025)</p> <p>Dissuasive and effective measures undertaken against officials upon at least 90% of SCPC initiatives submitted in the period 2025-2027 for dismissal and disciplinary proceedings (by 2028)</p> <p>Risk mitigation plans (including corruption risks) prepared by 70% of central and local level public sector entities, by 2028</p> <p>Corruption risk mitigation plans prepared by 70% of central and local level public sector entities from sectors vulnerable to corruption, by 2028</p> <p>Risk mitigation plans (including corruption risks) prepared by 70% of central and local level public sector entities, by 2028</p> <p>Implementation Risk mitigation plans (at least 70% of measures addressing medium and high risks combined) by 70% of central</p>
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		Annual report of the State Commission for Prevention of Corruption and Conflict of Interest monitoring of the implementation of Integrity Policy at central and local level, starting from 2024	and local level public sector entities, by 2028  Recommendations from the Annual Report of the SCPC monitoring of the implementation of Integrity Policy at central and local level fully taken into consideration continuously to 2030
b) The bodies/agencies tasked with anti-corruption functions, are independent, protected from political influences, and have sufficient resources and a clear mandate, including effective cooperation with law enforcement authorities.	Adopt a <b>methodology</b> for needs assessment and evaluation of adequacy of resources to anti-corruption bodies for resilience to corruption and undue influence that incorporates risk assessment findings and implementation of (corruption) risk mitigation plans prepared by the institutions (by 2024)  Conduct assessment of the vulnerability of anti-corruption bodies (State Commission for	New composition of the SCPC appointed by the Parliament (by 2024)  Training for implementation of the vulnerability assessment methodology (at least 2 representatives per body) (by 2025)  Vulnerability assessment reports for strengthening resilience of anti-corruption bodies to corruption and undue influence	New composition of the SCPC appointed in line with the conditions and procedure prescribed by the Law on Prevention of Corruption and Conflict of Interest (by 2024)  At least 90% of planned measures for strengthening resilience of anti-corruption bodies to corruption and undue influence, implemented (by 2027)

	<p>Prevention of Corruption and Conflict of Interest, PPOCC, Ministry of Interior, Financial Police, Customs, FIO, PRO) to corruption and to undue influence (by 2025)</p> <p>Adopt a plan of measures for strengthening resilience to corruption and undue influence, based on the vulnerability assessment including risk assessment findings and implementation of (corruption) risk mitigation plans prepared by the institutions (by 2026)</p>	<p>submitted to the Inter-agency body for coordination of activities against corruption (by 2025)</p>	
<p>c) Declarations of assets are made public and are pro-actively audited to uncover illicit wealth.</p>	<p>Amending the <b>Law on Prevention of Corruption and Conflict of Interest</b> [See 2. Prevention a)]</p> <p>Adopt implementing legislation to establish and regulate visibility of changes in assets and interest declared by elected and appointed officials, including data about assets and interest owned by persons close to them (by 2025)</p> <p>Adopt implementation legislative to regulate cooperation between institutions, for effective data exchange/interoperability (by 2026)</p>	<p>Implement functional IT tool for digital submission and publishing of asset declarations, including visibility of changes in assets and interest, and functionalities (red flags) for pro-active audit to uncover illicit wealth, established (by 2024)</p> <p>Consolidate the databases of various state institutions to enable effective exchanges of data and interoperability with the State Commission for Prevention of</p>	<p>Out of the total number of cases opened in the period 2025-2029 due to illicit wealth suspicion (upon</p>



	<p>Adopt annual plans for pro-active check of audit of asset declarations, with use of IT tools, in line with the Law on Prevention of Corruption and Conflict of Interest</p>	<p>Corruption and Conflict of Interest (2027)</p> <p>Increase the capacity (human resources) - of State Commission for Prevention of Corruption and Conflict of Interest, including for use of interoperability platform and access to databases in line with the Law on Prevention of Corruption and Conflict of Interest (by 2024)</p> <p>Training programme for State Commission for Prevention of Corruption and Conflict of Interest Secretariat developed and implemented for pro-active audit of asset and interest declarations (by 2025)</p>	<p>reports, SCPC initiatives, including annual plans and software solution red flags) at least 70% of cases solved (by 2030)</p> <p>Human resources of the SCPC Secretariat units for asset and interest verification increased in line with the functional analysis (by 2024)</p> <p>All employees in the SCPC Secretariat units for assets and interest verification trained (by 2026)</p>
<p>d) Codes of ethics and integrity codes for public service and elected officials are in place and enforced.</p>	<p>Assess (gap-analysis in terms professional standards and enforcement mechanisms) ethics and integrity codes for MPs, judges, public prosecutors, central and local government officials, administrative servants and other officials and public sector servants/professionals working in vulnerable sectors and</p>	<p>Effective enforcement mechanism of the ethics and integrity codes for MPs, judges, public prosecutors, central and local government officials, administrative servants and other officials and public sector servants working in vulnerable</p>	<p>Employees in the vulnerable sectors are familiarised with the integrity and professional standards (80% by 2028, 100% by 2030)</p>

	<p>adopt recommendations for the bodies responsible to improve the mechanisms for implementation of the codes (by 2026)</p> <p>Align ethics and integrity codes with professional standards and best practices in enforcement mechanisms for ethics and integrity of MPs, judges, public prosecutors, central and local government officials, administrative servants and other officials and public sector servants/professionals working in vulnerable sectors (within 2028)</p> <p>Develop methodology for monitoring of the enforcement mechanisms of the ethics and integrity codes for vulnerable sectors officials and professionals (MPs, judges, public prosecutors, central and local government officials, administrative servants and other officials and public sector servants/professionals working in vulnerable sectors) (by 2026)</p> <p>Develop methodology for assessment of the effectiveness of the measures imposed by enforcement mechanisms of the ethics and integrity codes for vulnerable sectors officials and professionals (MPs, judges, public prosecutors, central and local</p>	<p>sectors (by 2028)</p> <p>Ethical Committees at vulnerable public sector entities are established (2028)</p> <p>Training for implementation of the methodologies for assessment of the enforcement mechanisms and vulnerability assessment methodology effectiveness of the measures imposed by enforcement mechanisms of the ethics and integrity codes for vulnerable sectors officials and professionals (by 2026)</p>	<p>Dissuasive measures undertaken against officials/professionals working in vulnerable sectors who violate integrity and professional standards in all cases of established violation of ethical standards.</p> <p>Training for implementation of the methodologies for assessment of the enforcement mechanisms and vulnerability assessment methodology effectiveness of the measures imposed by enforcement mechanisms of the ethics and integrity codes for vulnerable sectors officials and professionals conducted (for at least 2 representatives per body) (by 2026)</p>
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	<p>government officials, administrative servants and other officials and public sector servants/professionals working in vulnerable sectors) (by 2026)</p> <p>Assess dissuasiveness of measures undertaken against vulnerable sectors officials and professionals (MPs, judges, public prosecutors, central and local government officials, administrative servants and other officials and public sector servants/professionals working in vulnerable sectors) who violate integrity and professional standards and provide recommendations for the bodies responsible to the bodies competent for enforcement of the implementation of the codes (by 2027)</p>		
<p>e) Internal control and audit bodies systematically perform checks and report on vulnerable areas.</p>	<p>Establish effective system of internal control and internal audit for implementation of recommendations for risk mitigation. (by 2026)</p>	<p>Strengthen capacities (increasing number of internal auditors and other relevant staff, trainings, IT tools) in the area of internal control and internal audit by 2026)</p> <p>Publish annual reports on the functioning of the public internal financial control system on the MF web page (by 2024)</p>	<p>All public sector entities have established internal control and audit mechanisms in accordance with the law on internal public financial control. (2028)</p>

<p><b>3. Law enforcement</b></p> <p>a) Law enforcement authorities are proactively and effectively repressing corruption, notably at high level.</p>	<p><i>Other legislative and institutional measures under Chapter 24 – Justice, Freedom and Security, I. FIGHT AGAINST ORGANISED CRIME</i></p> <p>Adopt implementing legislation for proactivity law enforcement authorities, including guidelines for prioritisation of cases</p>	<p>Regular trainings for law enforcement authorities to implement legislation for proactivity and guidelines for prioritisation of cases</p> <p><b>Additional resources allocated</b> to the Office of the Basic Public Prosecutor for Organised Crime and Corruption, and strengthen its capacities, notably through the allocation of additional specialised prosecutors, financial experts, and digital forensic analyst. (by 2026)</p> <p><b>Tools developed and training conducted</b> for law enforcement institutions and judicial institutions on systematic collection and data processing regarding the cases of corruption (by 2027)</p> <p>Capacities of <b>investigative centres and law enforcement units</b> in charge of investigating, including corruption operationalised and strengthened. (by 2026)</p> <p><b>The number of specialised judges increased</b> in the Unit for Organised Crime in Criminal Court -Skopje and conduct specialized training especially on money laundering, corruption and</p>	<p>All specialized law enforcement specialized units trained for proactivity and implementation of guidelines for prioritisation of cases (by 2030)</p> <p>Investigations conducted upon all initiatives/reports submitted in the period 2025-2027 by law enforcement authorities for high profile corruption cases)</p>
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		organised crime (by 2028)	
b) Sanctions are sufficiently deterrent.	<p>Adopt new Criminal Code aligned with the new EU acquis in the area of Anti-corruption, in respect of corruption offences criminalisation and sanctioning regime, by conducting transparent and inclusive process of preparation of the draft and based on analysis of the implementation of the current provisions, especially the effects of the amendments passed in September 2023 on SPO and high profile corruption cases (2025)</p> <p>Adopt methodology for assessment of effects of the sanctioning regime for corruption criminal offences (by 2025)</p>	<p>Analysis of the criminalisation and sanctioning regime for corruption offences, the implementation of the related Criminal Code provisions and the effects of the amendments passed in September 2023 on SPO and high-profile corruption cases (by 2025)</p> <p>Conduct trainings for all stakeholders (law-enforcement agencies, PPOs, courts, SCPC and SAO) in respect of corruption detection and the sanctioning regime for corruption offences (by 2026)</p> <p>Conduct trainings for MoJ employees to assess the effects of the sanctioning regime for corruption criminal offences (by 2026)</p>	<p>New Criminal Code aligned with the new EU acquis in the area Anti-corruption (by 2025)</p> <p>All stakeholders in respect of detection of corruption offences and the sanctioning regime trained</p> <p>Sanctions for corruption criminal offences are sufficiently deterrent, as assessed by the MoJ annual report with statistics related to corruption criminal offences (by 2028)</p>
c) Corruption reports are accessible and allegations of corruption are systematically investigated.	Adopt amendments the methodology for track-record on corruption cases,	Upgrade national platform for track-record on corruption cases	Regular use of AKstats and OCCTR, in line with the

	<p>and related guidelines, in order to:</p> <ul style="list-style-type: none"> <li>- incorporate track record for organised crime cases</li> <li>- clearly differentiate track-record for high-profile cases and include a special section dedicated to cases opened by the former SPO</li> <li>- incorporate indicators for reasoning of the rejection of reports and initiatives (including SCPC initiatives) for prosecution of corruption criminal offences and statute of limitation details</li> <li>- incorporate regular use of EC E-platform for Organised Crime and Corruption Track Record (OCCTR) (by 2024)</li> </ul> <p>Assess training needs for all AKstats and OCCTR users (by 2024)</p> <p>Analyse follow up of corruption allegations, including based on AKstats and OCCTR data (by 2026)</p> <p>Adopt plans of measures for systematic and credible follow up of all allegations of corruption, including based on the findings of the AKstats and OCCTR use and data analysis (by 2026)</p>	<p>and money laundering cases (AKstats) based on the amended methodology. (2026)</p> <p>Regular training for all law enforcement bodies and PPO to increase skills for detecting, investigating and prosecution of corruption of offences.</p>	<p>methodology and related guidelines</p> <p>70% of the measures envisioned in the plans fulfilled (by 2028)</p> <p>All law enforcement bodies, and PPO trained for detecting, investigating and prosecution of corruption offences</p> <p>All AKstats and OCCTR users trained to implement credible track-record methodology and related guidelines, based on the need's assessment (starting from 2024)</p>
<p>d) Criminal investigations include financial investigations.</p>	<p><i>Other legislative and institutional measures under Chapter 24 –</i></p>	<p>Strengthen the capacities and skills of the PPO and</p>	<p>All new Criminal investigation of all high-</p>

	<i>Justice, Freedom and Security, I. FIGHT AGAINST ORGANISED CRIME 1 a) to e) especially c) and d)</i>	Investigative centres for financial investigations (by 2024)	profile corruption cases includes financial investigation (by 2028)
e) Asset confiscation is carried out systematically.	<p>Adopt new Criminal Code and new Law on Criminal Procedure aligned with EU acquis in the area of asset confiscation (within 2024)</p> <p><i>Other legislative and institutional measures under Chapter 24 – Justice, Freedom and Security, I. FIGHT AGAINST ORGANISED CRIME 1 a) to e)</i></p>	<p>Regular mandatory training for all law enforcement bodies, public prosecutors and judges to increase skills for asset confiscation measures. (within 2025)</p> <p>In 80% of corruption cases in which asset confiscation measures have been imposed by 2025, measures are enforced (by 2028)</p> <p>Strengthen the human capacities, technical resources and skills of the AMO, ARO, PPO for asset confiscation (by 2026)</p>	<p>All law enforcement bodies, public prosecutors and judges are trained for use of asset confiscation measures.</p> <p>In all corruption cases in which asset confiscation measures have been imposed by 2025, measures are enforced (by 2029)</p>
f) Cooperation between police and prosecution as well as with other relevant bodies is ensured, safe including safe communication and access to the necessary data bases.	<i>Other legislative and institutional measures under Chapter 24 – Justice, Freedom and Security, I. FIGHT AGAINST ORGANISED CRIME 1 e)</i>	Trainings for use of IT tools, networking and use of interoperability platform, including implementation of protocols for safe communications and access for necessary data base. (by 2025)	All data available via digital means/data bases/ interoperability platforms are exchanged between institutions only digitally, with implementation of protocols for safe communications (by 2028)





<p><b><u>I.</u> FUNDAMENTAL RIGHTS<sup>8</sup></b></p> <p><b>1. General framework</b></p> <p>a) Respect for fundamental rights, including the rights of persons belonging to minorities, is ensured, notably through effective judicial protection by independent and impartial courts.</p>		<p><b>Increased administrative and financial resources</b> to all institutions dealing with human rights protection (Ombudsman, Commission for prevention and protection against discrimination. (within 2025)</p> <p><b>Members of the CPPD and Ombudsman</b> timely elected in accordance with the law.</p> <p>Systematic track-record on judicial rulings regarding the protection of fundamental rights, ensured. (within 2030)</p> <p><b>Increased administrative and financial resources</b> to the Bureau for Representation of the Republic of North Macedonia before the European Court of Human Rights. (within 2025)</p>	<p>All instances of human right violations are effectively processed and completed by the competent institutions and courts of jurisdiction. (within 2030)</p> <p>Reduced number of violations found by the ECHR. (within 2030)</p>
<p>b) Legislative framework is in line with EU standards and values.</p>	<p>Amendments to the <b>Law on the Ombudsman adopted in line</b> with the <b>Paris Principles</b> for the status of national institutions and with the <b>Venice Principles</b> for the Ombudsman institutions for the purpose of acquiring the status A of the Ombudsman as well as European standards and recommendations. (by <b>2025</b>)</p>	<p><i>Implementation measures are covered under I. <b>General framework</b></i></p>	<p><b>Consistent follow-up</b> ensured by all relevant bodies at all levels of government, to the recommendations of the Ombudsman opinions in line with the enhanced responsibilities. (within 2030)</p> <p>add measures for other human rights bodies such as CPD discrimination</p>

<sup>8</sup> Specific areas/issues to be covered will be fine-tuned on the basis of the findings of the screening process.

c) Legislative proposals do not negatively affect in law or in practice the level of fundamental rights protection, including the right to a fair trial. [Stand still obligation]		Legislative proofing of all draft laws in regard to potential violations of human rights conducted by responsible institutions and in line with the Rules of procedures of the Government. (by 2025)	Legislative proofing of all draft laws in regard to potential violations of human rights efficiently conducted and ensured. (by 2028)
d) International recommendations, notably of the CoE specialised bodies, and ECtHR rulings are promptly complied with.	Amendments to the <b>Law on the Ombudsman</b> to redefine the term of the members of the civilian mechanism of the <b>External Oversight mechanism.</b> (within 2025)	Timely election of CSO members to the civilian mechanism of the <b>External Oversight mechanism.</b> (within 2025)  Strengthened coordination among responsible national institutions to strictly implement all recommendations of relevant international human rights monitoring bodies, including for execution of ECHR judgements, by 2026  Sustainable functioning of the civilian mechanism of the <b>External Oversight mechanism ensured.</b> (within 2025)	All <b>recommendations</b> of international human rights monitoring bodies systematically addressed. (within 2028)  Credible track record shows promptly execution of all ECHR judgements, by 2028  Fully functioning of the civilian mechanism of the <b>External Oversight mechanism ensured.</b> (within 2026)
e) The strategic framework addresses the needs of the	Revise the Decision on the	Regular sessions of the	Effective legal and institutional

<p>system, including through adequate coordination, monitoring and evaluation.</p>	<p>Interinstitutional body for human rights to enhance its role in coordination and monitoring of the overall framework for human rights (within 2024)</p> <p>Responsible national institutions will prepare comprehensive Analysis of the recommendations of various international institutions in the area of human rights and recommendations for improvement of the legislative framework provided (within 2025)</p>	<p>Interinstitutional body for human rights on quarterly basis in regards of the coordination all state institutions dealing with human rights policies and protection. (within 2024)</p>	<p>mechanism for coordination and monitoring of the implementation of the recommendations of international bodies is in place and fully functional (within 2028)</p>
<p><b>2. Torture and ill-treatment, situation in prisons</b></p> <p>a) Cases of alleged torture, ill-treatment and excessive use of force by state officials are systematically followed up on.</p>	<p>Adopt amendments to the <b>Law on execution of sanctions regarding the functioning of prison management</b>, establishing prison intelligence units in PF and establishing intervention unit, usage of body cameras and improving the conditions for employees of penitentiary system (by 2024)</p> <p>Adopt implementing legislation steaming from the Law on execution of sanctions (2025)</p> <p>Prepare analysis of the current National Strategy for the Penitentiary System (2021-2025) (by 2026)</p> <p>Adopt new <b>Strategy for the Penitentiary System with Action Plan 2026-2030</b> (by 2026)</p>	<p>Conduct annual initial and continuous trainings for prison staff (150 trained prison staff) (2024)</p> <p>Prepare annual reports on the Implementation of the activities of the National Strategy (2026-2030) of the Penitentiary system and the Action Plan (by 2027)</p> <p>Prepare annual reports on the Implementation of the activities of the to combat inter-prisoner violence and intimidation (by 2027)</p> <p>Monitor and evaluate the implementation of the Action plan addressing the</p>	<p>Systematic follow up of all cases of alleged torture, ill-treatment, and excessive use of force by state officials ensured (by 2028)</p> <p>Cases of ill-treatment of detained and imprisoned persons prevented and effective disciplinary measures on cases of ill-treatment imposed. (potential indicator) (by 2028)</p> <p>Effective investigations and prosecution in cases of ill treatment and other infringements by the specialised unit in the PPO ensured. (potential indicator) (All reported cases are subject</p>

	<p>Adopt new Strategy to combat inter-prisoner violence and intimidation with Action Plan (by 2025)</p> <p>Regular revision of the Action plan addressing the recommendations of the European Committee for the Prevention of Torture (CPT) (2024) by 2028)</p>	<p>recommendations of the European Committee for the Prevention of Torture on annual basis (by 2028)</p> <p>Procedure for detecting combat inter-prisoner violence and intimidation will be in place (2026)</p> <p>Introduce clear system of accountability for corrupt activities of staff, including systematic screening of all persons entering and leaving the prison, effective complaint system, and the application of appropriate sanctions whenever corrupt practices are exposed. (by 2028)</p>	<p>to Effective investigations and prosecution) (by 2028)</p> <p>Established professional prison management system in all 12 prisons and DES by 2025</p> <p>Clearly established hierarchical relationship between prison directors and the Director of DES as well as between prison directors and the deputy directors and other senior managers within a prison.</p> <p>All alleged corruptive activities in the prison system timely detected and efficiently prosecuted (by 2028).</p>
<p>b) The rights of prisoners are guaranteed by law and in practice, including in juvenile facilities and any special medical facilities, and for vulnerable groups.</p>	<p><i>The legal and strategic framework is addressed under 2. Torture and ill-treatment, situation in prisons</i></p>	<p>Improve detention conditions with construction of centralized detention facility and a humane treatment of all persons deprived of their liberty in prisons, police stations, social care and psychiatric facilities in line with the CPT recommendations (With the second phase of the new construction in PF Idrizovo, a</p>	<p>All CPT recommendations fully implemented to ensure improved humane treatment of all detainees and prisoners and their successful reintegration by providing adequate conditions by starting the second phase of the construction of PF Idrizovo, regular maintenance of the built facilities within the same project (Semi-open and Open</p>

		<p>centralized detention facility according to all European standards is foreseen with capacity for 418 detainees (potential indicators). (by 2028)</p> <p>Implement activities to improve the living and health conditions, access to outdoor activities of sentenced and remand prisoners, 3 prisons will be renovated and better conditions for outdoor activities will be provided in 4 prisons (by 2028)</p> <p>Reconstruction of Penitentiary Facility Stip by 2024</p> <p>Reconstruction of Prison Tetovo by 2024</p> <p>Putting into operation a workshop for professional training for trades of convicted persons by 2024</p> <p>Implement educational and resocialisation services, and treatment programmes in all penitentiary facilities and educational correctional facilities (by 2028)</p>	<p>department) and the Ambulance is renovated (by 2028)</p>
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<p>c) Alternatives to imprisonment, programmes for rehabilitation and for de-radicalisation in prisons are in place.</p>	<p>Adopt amendments to the <b>Law on probation</b> in line with the new Law on Execution of Sanctions, (by 2025)</p> <p>Adopt implementing legislation steaming from the Law on probation (2025)</p> <p>Prepare analysis of the current National Strategy for (development of the Probation Service (2021-2025) (by 2026)</p> <p>Adopt new Probation Strategy 2026-2030 (by 2026)</p>	<p>Upgrade and operationalize the electronic monitoring system for probation measures. (by 2024)</p> <p>Conduct annual initial and continuous trainings for prison staff provided by the Training centre in the DES for the rehabilitation and for de-radicalisation in prisons (potential indicator) (by 2027)</p>	<p>Increased use of alternative sanctions by 50% as a substitute for imprisonment (potential indicators) (by 2028).</p> <p>All prison staff are trained to recognize the signs of radicalization in convicted persons and programs for work with these convicted persons are implemented (by 2030)</p>
<p><b>3. Data protection</b></p> <p>a) Personal data protection and the respect of private life are effectively ensured according to international and European standards.</p>	<p>Adopt a Strategy for personal data protection 2024-2030 to further strengthen the data protection system and address all data protection challenges in the Action Plan (2024)</p>	<p>Follow-up of the Strategy for personal data protection (2024-2030), after a mid-term review (2027)</p> <p>Increase the administrative capacities of Personal Data Protection Agency by 30% (by 2025)</p> <p>Increase the PDPA's budget by 52% (by 2027)</p> <p>Strengthened role of Personal Data Protection Agency in regard to assessing and</p>	<p>Full implementation of the Strategy for personal data protection 2024-2030 (by 2030)</p> <p>Capacities of Personal Data Protection Agency increased by 90% (by 2030)</p> <p>The PDPA's budget is increased by 89% (by 2030)</p> <p>90% of Data Protection complaints assessed and responded within 90 days (by</p>

		<p>responding to complaints in timely manner according to the Law on personal data protection (in continuation to 2030)</p>	<p>2025) and 95% of Data Protection complaints within 90 days by (2030)</p>
<p>b) EU acquis is fully transposed and effectively implemented.</p>	<p>Adopt amendments to the <b>Law on the Protection of Personal Data (LPDP)</b> to align with the GDPR regarding regulating the transfer of personal data rules and strengthening the independence of the PDPA (by 2024)</p> <p>Amend the implementation legislation stemming from the amended Law on the Protection of Personal Data (2024)</p> <p>Adopt Law on Protection of Natural Persons Regarding the Processing of Personal Data for the Purpose of Preventing, Investigating, Detecting, and Prosecuting Criminal Acts or for Execution of Criminal Sanctions aligned with the EU Directive 2016/680 (by 2024)</p>	<p>Ensure regular alignment of new legislation in regard to the personal data protection rules (All proposals of laws submitted for adoption to the Parliament will be harmonised with the <b>Law on the Protection of Personal Data (LPDP)</b> (2024-2030)</p> <p>The annual work program of the Government to set a target of 30% of existing laws to be harmonised with the <b>Law on the Protection of Personal Data</b> by 2026 and 70% by 2029)</p> <p>Ensure implementation of Law on Protection of Natural Persons Regarding the Processing of Personal Data for the Purpose of Preventing, Investigating, Detecting, and Prosecuting Criminal Acts or for Execution of Criminal</p>	<p>National legislation aligned with Law on protection of personal data and opinions of the Personal Data Protection Agency are implemented (2030)</p> <p>The Law of Natural Persons Regarding the Processing of Personal Data for the Purpose of Preventing, Investigating, Detecting, and Prosecuting Criminal Acts or for Execution of Criminal Sanctions is adopted and implemented (starting from 2024)</p>

		<p>Sanctions (2025)</p> <p>Conduct trainings for data protection officers (DPO) and all employees who work with personal data (by 2028)</p> <p>Conduct trainings for judges for data protection including EU case law (ECHR, CJEU) (by 2028)</p>	<p>All controllers and employees who work with personal data trained (by 2028)</p> <p>Trained at least 40% of judges on privacy and data protection (by 2028)</p>
c) Data leaks are promptly investigated.	<i>The legal and strategic framework is addressed under 3. a and 3. b)</i>	<p>Ensure regular and extraordinary supervision of the implementation of the Law on Personal Data Protection data by controllers/data processors in public and private sector and issue decisions with measures (starting from 2024)</p> <p>Systematic track-record on personal data protection rulings ensured. (by 2028)</p>	<p>PDPA will assess and respond immediately to 100% of high-risk data breaches (2024-2030)</p> <p>80% of the supervised controllers have implemented technical and organisation measures (encrypted personal data) (by 2027).</p> <p>All data protection abuses are effectively processed and completed in timely manner by the competent institutions and courts. (2024-2030)</p>
d) Data controllers and data processors are appropriately trained.		Awareness-raising campaign or education activities	The awareness of citizens for their rights is raised by 60% (by 2028)



		implemented (2027)  PDPA's Annual training program for data controllers/data processors implemented on annual basis	At least 20 trainings, round tables, and meetings with various stakeholders (civil society including NGO-s, public authorities) per year conducted (2024-2030)
e) Remedies are effective and deterrent.		Capacity building of judges from the Administrative Court and Higher Administrative Court to improve the quality of second- instance decisions. (80% of the judges dealing with PDPA cases) (by 2026)  Judges in the Administrative Court and the Higher Administrative Court decide upon PDPA cases by embracing European practices and standards.	The decisions of the LPDP and second-instance decisions of the Courts regarding data protection are implemented by the data controllers and processors (by 2028)  All PDPA misdemeanour cases are decided upon by the Administrative Court and the Higher Administrative Court in timely manner (by 2030)
<b>4. Freedom of expression</b>  a) Freedom of expression and media is guaranteed in line with European standards and EU acquis, consistent with the values of democracy, pluralism and tolerance.	<b>Adopt National strategy for development of the media sector 2025-2030 with Action Plan</b> in inclusive and transparent manner to provide directions for the development of the entire media sphere in the country (2024)  <b>Legal framework revised</b> (Law on Audio and Audio-visual Media	Monitoring the Implementation of the measures of the National strategy and Action plan on annual basis (starting from 2025)  Establish <b>Registry of online</b>	Fully implemented National Strategy for Development of the Media Sector by 2030  <b>Registry of online media</b>

	<p>Services, Law on the Media, implementing legislation) governing the media in accordance with the EU acquis and European standards, in particular with the revised European Directive on Audio-visual Media Services and the European Media Freedom Act. The amendments in the different laws, adopted in different stages will regulate online media, position of national broadcaster, legal protection of journalists', social and labour rights, competitiveness, sustainability and pluralism, etc. (by 2028).</p>	<p><b>media</b> to increase professionalism and standards of online journalism (by 2028)</p> <p><b>Quarterly monitoring of the implementation of Article 105</b> of the revised Law on Audio and Audio-visual Media Services for obtaining sufficient funds that guarantee independent Agency for Audio and Audio-visual Media Services and Public Broadcaster set up by 2024.</p> <p><b>Members of the Council of the Agency for Audio and Audio-visual Media Services timely appointed</b> within legal provisions. (by 2025).</p> <p><b>Members of the Program Council of the Public Broadcaster timely appointed</b> within legal provisions. (by 2025).</p> <p>Implementation of the <b>Strategy to reform the public broadcaster</b> (by 2025).</p> <p>Annual <b>Campaigns</b> to boost the understanding of stakeholders and the general public and increase their resilience to disinformation conducted. (starting from</p>	<p>established. (by 2028)</p> <p><b>Financial independence and enhanced capacity of the Agency for Audio and Audio-visual Media Services</b> ensured, with a 67% increased Budget and additional 20 employees in the Staff compared to the 2023 figures. (by 2028)</p> <p><b>Financial independence and enhanced capacity of the Public Broadcaster</b> ensured, with a 67% increased Budget and additional employees compared to the 2023 figures. (by 2028)</p> <p>Strengthen role of Council of Media Ethics of Macedonia, Association of Journalists of Macedonia and Independent Union of Journalists and Media Workers and increased</p>
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		<p>2024).</p> <p><b>Support (providing premises, finances etc) for the Council of Media Ethics of Macedonia, the Association of Journalists of Macedonia and the Independent Union of Journalists and Media Workers in order to help increase the standards of professionalism</b> in media to efficiently tackle disinformation and advocate for equal labour rights of journalists and media employees. (starting from 2024)</p> <p><b>Timely undertaking of the stipulated measures</b> to ensure <b>safety of the journalists</b> from the online and offline harassment and verbal attacks (starting from 2024)</p> <p><b>Impartial, speedy, and effective investigations</b> and prosecution of all allegations of attacks on journalists, including ongoing cases. (starting from 2024)</p> <p><b>Politicians conduct themselves towards all participants in the media sphere</b> with respect, <b>in accordance with the Code of</b></p>	<p>standards of professionalism in media to efficiently tackle disinformation and advocate for equal labour rights of journalists and media employees (by 2028)</p> <p>Equal labour rights of journalists and media employees guaranteed. (by 2028)</p> <p>Fully functional <b>mechanisms</b> to ensure <b>safety of the journalists</b> from the online and offline harassment and verbal attacks. (by 2030).</p>
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		<p><b>Ethical Conduct</b> for Members of the Government and Public Officers Appointed by the Government (starting from 2024).</p> <p><b>Transparency of state advertising in media as well as of the subventions to the print media</b> ensured to prevent possible risks of endangering independence or impartiality of media regarding funding from state budget. (starting from 2024)</p>	
b) Limitations to the right are construed strictly.		<p><b>Systematic track record on cases</b> of civil liability for defamation and insult is maintained. (by 2028)</p>	Increased protection of the freedom of expression, confirmed through credible track record results, is guaranteed (by 2028).
<p><b>5. Right of assembly and association</b></p> <p>a) In line with international standards, the right of assembly and association can be exercised freely.</p>		Capacity building of judges from the Administrative Court and Higher Administrative Court provided, in order to improve the quality of decisions regarding the right of assembly and association. (by 2026)	<b>ECtHR rulings</b> regarding registration of associations implemented. (by 2028)
b) The respective legal framework is set up and	<b>Adopt new Law on associations</b>	Trainings for the administrative	The legislation is implemented

<p>implemented in a proportionate and non-discriminatory manner.</p>	<p><b>and foundations</b>, in line with the EU acquis and European standards to strengthen the control during the registration of associations, in broad consultation process with civil society and consultation with the Venice Commission. (by 2024)</p>	<p>staff in the Central registry for implementation of the new Law conducted (by 2025)</p>	<p>in proportionate and non-discriminatory manner. (by 2028)</p>
<p><b>6. Freedom of thought, conscience and religion</b></p> <p>Freedom of thought, conscience and religion is guaranteed in law and in practice.</p>			<p>Maintain protection of the freedom of thought, conscience, and religion. (by 2028)</p>
<p><b>7. Property rights</b></p> <p>Right to property is protected, respected and promoted, in line with European standards and EU acquis, notably with the rulings of the European Court of Human Rights.</p>	<p><b>The civil legislation</b> codified regarding, property rights, obligations, family matters and right of inheritance (by 2025)</p> <p>Adopt new <b>Law on surveying, real estate cadastre and registrars</b> to improve the quality of data on real estate rights and to introduce new registers to ensure greater transparency of data on real estate rights (by 2025)</p> <p>Adopt implementing legislation in line with the new <b>Law on surveying, real estate cadastre and registrars</b> (</p>	<p>Capacity building of <b>judges</b> in order to implement the <b>ECHR</b> decisions and practices in domestic system.</p> <p><b>Systematic digitalisation</b> and update of <b>property registrars in Cadastre registry ensured.</b> (2025)</p> <p>Capacity building of the administration regarding the new <b>Law on surveying, real estate cadastre and registrars</b> and for strengthening the capacities that act on restitution and compensation in the denationalisation cases (by</p>	<p>Right to property is protected, respected, and promoted, in line with European standards and EU acquis, notably with the rulings of the European Court of Human Rights (by 2030)</p> <p>Completed digitalization of the data from the cadastral plans to ensure data accuracy and better access to data by 100% (2025)</p> <p>Completion of 50% of all prolonged cases for denationalisation, based on accurate inventory of the cases and clear legal proceedings (by 2028)</p>

	by 2025)	2027)	
<b>Non-Discrimination</b>			
	<p><b>Antidiscrimination legislation aligned</b> with the EU acquis and other international standards and inclusion of anti-discriminatory provisions in the national legislation for the full implementation of the Law on Prevention and Protection from Discrimination (<b>by 2028</b>)</p>	<p>Public campaign for <b>promotion of equality</b> and the condemnation of hate speech, hate crime, discrimination, and intolerance, including at the local level and through the educational system (by 2024)</p> <p><i>Implementation measures are covered under <b>General framework</b></i></p> <p>Capacity building of the Ombudsman Office and CPPD to effectively fulfil their mandates, in terms of monitoring the respect for human rights, investigating cases and acting upon complaints of HR violations as well as enhancing coordination and cooperation among them at for 20 persons per year 2026</p> <p>Capacity building for judges and prosecutors in line with</p>	<p>Full respect for the right to equality before the law and non-discrimination by the executive as well as systematically implemented in court proceedings in accordance with European standards, especially the EU acquis on equality and the ECHR (by 2029)</p> <p>Effective <b>tracking, systemic collection of data and transparent quarterly reporting</b> for cases dealing with discrimination, hate crime and hate speech ensured</p> <p>Judges and prosecutors are fully prepared to recognize all forms of discrimination and to act adequately on each lawsuit in accordance with European standards, especially EU equality legislation and the</p>

		<p>European standards for non-discrimination in line with EU equality acquis and the European Convention of Human Rights for at least 20 persons per year (In continuation by 2024)</p> <p>The Commission monitors the implementation of opinions and recommendations on specific cases of discrimination until the recommendations are fulfilled and publishes them publicly (in continuous to 2030)</p>	<p>ECHR (by 2027)</p> <p>Commission for Prevention and Protection against Discrimination is effectively, proactively, and independently performing its duties in line with the law. (2030)</p> <p>Number of issued opinions with determined discrimination and rate of implemented recommendations monitored continuously (2030)</p>
<p>Hate crime and hate speech</p>	<p>Legal framework on combatting hate speech aligned in line with the European Commission against Racism and Intolerance of the <b>CoE’s General Policy Recommendation No. 15 on combating hate speech within 2024</b></p>	<p>Increase the staff and capacity building of law enforcement and legal experts on hate speech and hate crime (within 2026)</p> <p>Trainings for judges and prosecutors, and other legal experts for the hate crime and</p>	<p>Incidents of <b>hate crime and hate speech</b> are promptly identified and effectively investigated and that those responsible are brought to justice (by 2030)</p>

		<p>hate speech.</p> <p>Official <b>data on hate crime gathered systematically</b>, (by 2030)</p>	
Persons with disabilities	<p><b>Adopt National Strategy for the Rights of Persons with Disabilities 2023-2030 with Action Plan in line with the EU Strategy for person with disabilities by 2024</b></p> <p>Legal framework aligned with the EU directives Directive (EU) 2016/2102, Directive (EU) 2019/882 <b>with the view to ensure independence of the persons with disabilities and their participation in the life of the community</b></p>	<p>Capacity building of judges and public prosecutors on issues such as discrimination based on disability, gender based and sexual violence against women, and violence against children implemented. (potential indicator) (In continuation by 2026)</p> <p>Prepared technical documentation for the adaptation and transformation of residential facilities in Banja Banske Strumica and Special institution Demir Kapija by 2026</p> <p>Transfer of the right to use part of the facilities of the Special Institution for persons with disabilities to the Municipality of Demir Kapija and its transformation into a Home for elderly and community-based services for elderly by 2027</p> <p><b>Deinstitutionalisation process</b> and transformation of the</p>	<p>Social protection residential institutions for persons with disabilities are transformed into community-based services (by 2029)</p> <p>Infrastructure access, provision of services and social inclusion of persons with disabilities, including awareness raising finalized (by 2029)</p> <p>Fully implemented measures and activities from the National Strategy for the Rights of Persons with Disabilities 2023-2030</p>



		<p>residential institutions for persons with disabilities and creating new service, including sufficient administrative and financial resources guaranteed to all institutions dealing with deinstitutionalisation. (by 2029)</p> <p>Conducted at least 4 trainings for capacity building per year of the national coordination body for implementation of the Convention of the Rights of Persons with disabilities.</p> <p>Develop a software tool for monitoring the implementation of the Strategy (by 2024)</p>	
LGBTIQ+	Strategic document for LGBTIQ equality to be defined and adopted (by 2025)	Strengthened capacities of the National Coordinative body for equality and non-discrimination for preparation and implementation of the strategic goal for LGBTIQ as part of the National Strategy for Equality and non-discrimination 2022-2026 (by 2026)	Rights of the LGBTIQ persons in all spheres of public and private life are protected (by 2030)
<b>Gender equality and women's rights</b>			
Bringing legal framework on gender equality in line with EU			

acquis and enhancing institutional capacities			
Adequate protection of victims of gender violence	<p>Legal framework aligned with the new EU acquis for combating violence against women and domestic violence, in particular to criminalize certain forms of violence as well as comprehensive set of protection, access to justice, support and prevention measures (2024)</p> <p>Align related laws and adopt implementing legislation stemming from the <b>Law on the prevention of and protection from violence against women and domestic violence</b>, and further alignment with the provisions of the Istanbul Convention on preventing and combating violence against women and domestic violence (by 2027)</p> <p><b>Adopted of the Strategy for gender-based violence 2025-2033 (by 2025)</b></p> <p>Adopt programme for reintegration of women victims of gender-based and domestic violence (by 2024)</p> <p>Adopt implementing legislation for integrated collection of data on violence against women and domestic</p>	<p>Coordinated implementation and reporting on the recommendations from the GREVIO evaluation reports</p> <p>Annually trained at least 150 professionals likely to come in contact with victims, including enforcement authorities, court staff, judges and prosecutors, lawyers, providers of victim support and restorative justice, health care professionals, social services, educational and other relevant staff (by 2024)</p> <p>Awareness rising on violence against women and domestic violence, among the general public and professionals to recognise abuse and report it.</p> <p>Capacity building for at least 20 judges and prosecutors per year for implementation of the Criminal code provisions on Istanbul Convention. by 2028</p> <p>Increase by at least 30% of available services for victims of violence across the country (by</p>	<p>The recommendations of the GREVIO evaluation reports are fully implemented (2028)</p> <p>Women's rights in all spheres of public and private life ensured and systematically enforced (by 2028)</p> <p>All professionals are fully prepared to recognize all types of gender-based violence, to record every case of violence against women and to act immediately with due diligence to the interests and needs of the victim (by 2029)</p> <p><b>Systematic collection of reliable gender-disaggregated data</b> across sectors ensured as a basis for development of evidence-based policies and measures (by 2028)</p>

	violence (by 2024)	2028) Integrated system for data collection on Gender Based Violence established and functional (by 2028)	
Fostering social rights of women	<p>Adopt Rulebook on statement of gender budgeting steaming from the Organic Budget Law (by 2024)</p> <p>Adopt amendments to the Methodology for strategic planning and preparation of the annual work program of the Government, establishing a mechanism for incorporating the gender equality dimension in strategic plans and annual programs and related monitoring (by 2025)</p>	<p>Established Secretariat for Gender Equality (by 2025)</p> <p>Improved <b>gender-strategic planning and budgeting tools</b> (by 2025)</p> <p>Capacity building of public administration regarding the new gender-responsive budgeting methodology for 60 persons per year (by 2024)</p> <p>Follow-up of the Gender Equality Strategy (2022-2027), after a mid-term evaluation (by 2024)</p>	<p>Mainstreaming of the gender perspective and gender responsive budgeting in all sectors ensured (by 2028)</p> <p><b>Strategy on Gender Equality (2022-2027)</b> implemented by 2027</p>
<b>Rights of the child</b>			
<p>Consistent effort put in enhancing child protection framework and deinstitutionalization</p> <p><i>Adequate actions with regard to children with disabilities are</i></p>	<b>Adopt Action Plan on the rights of children</b> in accordance with the obligations from the Convention on	National coordinative body for child rights is fully operational by 2025	Adequate <b>child sensitive</b>

<p><i>addressed under the right to disabilities section</i></p>	<p>the rights of the child and the European Strategy for the Rights of the Child 2023-2026 and in line with the EU Child guarantee programme (by 2024)</p> <p>Conduct analysis and development of a document to support the Government in the planning and development of specific measures and activities aimed at reducing poverty of children and families using the European Child Guarantee approach (by 2024)</p> <p>New Law for secondary education adopted and Law for primary education amended, aligned with the principles of Article 24 – Right to inclusive education of the UN Convention on the Rights of Persons with Disabilities, by 2024</p>	<p>The budget allocations for the welfare of children in the social, health and education sectors is visible and transparent by 2027</p> <p><b>Financial resources in social, education, health and justice sectors increased by 15% (by 2028)</b></p> <p><b>Administrative capacities in social, education, health and justice sectors increased by 15% (by 2028)</b></p> <p>Established and staffed with 5 employees' new unit for inclusive education in the Ministry of Education and Science by 2025</p> <p>Established inclusive teams in all schools in primary and secondary education by 2027</p> <p>Introduced scholarships for children with special educational needs from 1<sup>st</sup> and 2<sup>nd</sup> grade in primary education (potential indicator) by 2025</p> <p>Sufficient financial resource allocated, for investing in <b>new capacities for education and</b></p>	<p><b>protection system</b> based on a child-centred service delivery model, with a professional development and supervision in the delivery of good quality child protection services established (by 2029)</p> <p><b>Equal and good quality education for all children</b>, with the focus on children with disability and children from families at the risk of poverty ensured. (by 2029)</p> <p>Rate of participation of children aged 3-6 in preschool education raised up to 50% in by 2027, and 80% by 2030</p>
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		<p><b>care</b> and improvement and raising the quality of preschool education and care. The share of funding allocated to early childhood education increased to 0.6 per cent of GDP by 2027</p>	
Child violence prevention		<p>Conduct of national campaign for zero tolerance for violence against children (2025)</p> <p>Awareness rising on violence against children carried out, among the public and professionals to recognise abuse and report it. (periodically in 2025, 2027 and by 2030)</p> <p>Developed and implemented unified training program against children violence (2025)</p>	<p>General public and professionals are fully equipped to recognise abuse and to report it to all adequate services (within 2030)</p> <p>100 professionals from different sectors trained to deal with child violence (2026)</p>
Eradication of underage marriage		<p>Gather data about the prevalence of the underage marriage and accordingly implement awareness raising activities as aiming at preventing and supporting children affected by underage marriage (by2027).</p>	<p>General public and professionals are fully equipped to eradicate cases of underage marriage and to report it to all adequate services (within 2030)</p>

Child friendly juvenile justice practices	The <b>Law on justice for children</b> adopted, aligned with the Directive (EU) 2016/800 on procedural safeguards for children who are suspects or accused persons in criminal proceedings and promote the effective implementation of the standards enshrined by <b>2024</b>		Improved access to justice, legal representation and the capacity of public officials involved with child victims, child witnesses and children in conflict with the law (In continuation by 2029)
<b>Roma</b>			
a) Equality, social inclusion and participation of Roma is fostered through concrete measures to fight antigypsyism and to ensure equal access to public services, in line with the Poznan declaration commitments and the EU Roma Strategic Framework, and with special attention paid to the needs of women and children and other vulnerable groups.	Establish National Platforms to monitor the implementation of activities from the Roma Strategy 2022-2030 and National Action Plans (by 2025)	Strengthen governance bodies for monitoring the policy for Roma Integration (by 2026)  Increase mandate, capacity, and resources of the National Roma Contact Point, including with regard to strengthening coordination with line ministries, as well as participating in the programming and implementation of EU funds (by 2026).  Capacity-building of Roma	The employment rate of Roma reflects the rate proportional to the participation of Roma in the entire population (by 2030)  Roma represents at least 5% of all participants in active labour market measures annually  The enrolment and completion rate of Roma children in primary and secondary schools is up to 100% (by2030)

	<p>Amendments to the Law on the Personal Identification Number adopted to harmonize the terminology used in the Law on International and Temporary Protection regarding “foreigner” who are envisaged to have a personal identification number (by 2024)</p>	<p>civil society and participation in decision-making processes (by 2026).</p> <p>Gather data about the prevalence of the underage marriage and accordingly implement awareness raising activities as aiming at preventing and supporting children affected by underage marriage of <b>Roma</b> population (by2027).</p> <p>The enrolment and completion rate of Roma children in primary school is 96% and enrolment and completion rate of Roma in secondary school is 87% (2025)</p> <p>Capacity building of the state administration, individuals responsible for public relations in national and local institutions, journalists, and media in recognizing antigypsyism (by 2025)</p> <p>All person without ID got registered in the regular birth registers by2024</p>	<p>Representatives of 200 relevant institutions, such as schools, kindergartens, centres for social work, employment centres, health care institutions, municipalities and media are trained in recognizing antigypsism (by2025).</p>
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<p><b>9. EU citizens' rights</b></p> <p>a) EU acquis relating to EU citizens' rights is fully and effectively implemented, notably Rules on Citizenship.</p>	<p>Amendments of the Constitution and the Electoral Code in order to align with the relevant acquis regarding the right to vote and stand as a candidate in elections to the European Parliament and the right to vote and to stand as a candidate in municipal elections (before the accession to the EU).</p> <p>Amendments to the Law on identity card in line with the Regulation (EU) 2019/1157 (by 2028) to enable the use of the identity card as a travel document.(by 2028)</p> <p>Analysis regarding the implementation of relevant requirements that arise from Directive 2004/38/EC on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States (by 2026).</p> <p>Amendments to the Law on Foreigners of the Republic of North Macedonia in line with the regulations 1030/2002 and 380/2008 on the single format of residence permits. (by 2028)</p>	<p>Enhanced financial and human resources capacity of the State Electoral Commission to conduct the election for the MP in the European Parliament and municipal elections (before the accession to the EU).</p> <p>New security elements included in the identity card in accordance with the EU acquis enabled within the year 2029.</p> <p>Detailed reasoning for decisions on <b>acquisition of citizenship for special economic interest ensured</b> (by 2025)</p>	<p>The possibility of exercising in practices the right to choose and run freely in the elections of the EU Parliament, or in the local elections made possible before the accession to the EU</p> <p>Systematic track-record on <b>acquisition of citizenship for special economic interest ensured within</b> (by 2026)</p> <p>Identity card of the Republic of North Macedonia fully compliant with EU standards (by 2028).</p> <p>Necessary security elements introduced in the residence permits. (by 2028)</p>
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	<p>Legal framework in line with the EU acquis on the <b>diplomatic and consular protection amend</b> (by 2026)</p> <p>Re-examine the legal solution allowing the <b>acquisition of citizenship for special economic interest, in line with EC recommendations and good practice (by 2028)</b></p>		
b) There is sufficient administrative capacity to ensure their full enjoyment and enforcement as necessary.		All responsible national institutions organised, staffed and trained for implementation of the EU acquis relating to EU citizens' rights (by 2028)	All responsible national institutions organised, fully prepared and functional for implementation of the EU acquis relating to EU citizens' rights (before the accession to the EU)
<p><b>10. Protection of persons belonging to minorities</b></p> <p>The protection of minorities is guaranteed in law and in practice, in line with European standards and best European practices.</p> <p><b>Action Plan on protection of the rights of persons belonging to minorities or communities, including <i>inter alia</i>:</b></p> <ul style="list-style-type: none"> <li>- Non-discrimination</li> <li>- Fight against hate speech</li> <li>- Education</li> <li>- Setting up effective measures, reporting mechanisms and identifying respective responsible institutions]</li> </ul>	New national <b>Strategy “One Society for All and Interculturalism”</b> 2023-2025 in an inclusive process adopted	<p><b>Recommendations</b> of the Advisory Committee of the Framework Convention on National Minorities and the relevant resolutions of the Committee of Minister of the Council of Europe implemented</p> <p>Financial and human capacities of the <b>Agency for Communities Rights Realisation</b>, and the <b>Language Implementation Agency</b></p>	One society for all guaranteed and all tools and instruments provided to prevent human rights violations (within 2030).

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AREAS AND SUB-AREAS	STRATEGIC/LEGISLATIVE/ INSTITUTIONAL FRAMEWORK	IMPLEMENTATION AND INSTITUTIONAL CAPACITY	Version from 18.12.2023
<b><u>Chapter 24 – Justice, Freedom and Security</u></b>			
<p><b><u>I.</u> FIGHT AGAINST ORGANISED CRIME</b></p> <p><b>1. General framework</b></p> <p>a) Organised crime and money laundering are criminalised by law.</p>	<p>The new <b>Criminal Code</b> is fully aligned with the <b>Decision 2008/841/JHA on fight against organised crime</b> and with recommendations in <b>MONEYVAL</b> evaluation Report from 2023 and FATF Recommendations (by 2024)</p> <p>The <b>Law on Public Prosecution Office</b> and the <b>Law on Courts</b> are harmonized with the new Criminal Code (by 2027)</p>	<p>Public prosecutors, judges and law enforcement agencies are <b>trained</b> on the legal amendments and their implementation in practice (2025).</p>	<p>The crimes of organised crime and money laundering are prosecuted efficiently in line with EU acquis and EU standards in 2027.</p>
<p>b) Effective investigation, prosecution and trials, with final convictions are ensured.</p>	<p>National <b>Strategy for Fight against Money Laundering and Financing of Terrorism</b> (2024-2028) based on the updated money laundering national risk assessment is adopted in 2024.</p> <p>Principled positions and opinions of the Supreme Court, as well as</p>	<p>Consistent implementation of the foreseen measures of National <b>Strategy for Fight against Money Laundering and Financing of Terrorism</b> (2024-2028).</p> <p>Strengthening of the</p>	<p>Effective investigation, prosecution and trials for money laundering, with final convictions are ensured including the cases involving international cooperation with EU Member States and third countries.</p>

	<p>guidelines for public prosecutors dealing with cases of money laundering are adopted to ensure <b>consistent application of the procedures</b> related to the crime of money laundering in accordance with international standards, (primarily in relation to stand-alone money laundering and without previous conviction for predicate criminal offense) in 2025.</p>	<p>capacities, including extra staffing, to fight organised crime and money laundering, as well as specialised training on application of the guidelines for dedicated public prosecutors dealing with cases of money laundering is conducted by 2026.</p>	<p>Increased number of prosecution and conviction on money laundering related cases by 2028.</p>
<p>c) Financial investigations systematically accompany criminal proceedings.</p>	<p><b>Alignment</b> of the national legal framework <b>regarding conducting of financial investigations and asset confiscation</b> in line with European standards, including Directive 1673/2018 notably through amending <b>the Law on Criminal Procedure</b>, which will define rules for procedure for financial investigation and the measures for securing property in 2024.</p> <p>National <b>Strategy</b> for</p>	<p>Ensure systematic upgrade and compatibility of IT platforms for direct access to the databases of individual state authorities for the purposes of financial investigations by 2026<sup>9</sup></p> <p>The system for <b>monitoring</b></p>	<p><b>Systematic use of parallel financial investigations</b> is ensured when dealing with organised crime, illicit trafficking, financing of terrorism, and money laundering by 2027</p> <p>Track record of final convictions in the cases of organised crime, corruption, trafficking and money-laundering fully functional by 2027.</p> <p><b>Credible track record</b> in areas of</p>

<sup>9</sup> Most of state authorities that have databases are connected to a common interoperability platform through which law enforcement authorities have access. since some of the state authorities do not have appropriate databases or they are not compatible with the IT interoperability platform, so by programming or reprogramming them they will be added to the appropriate platform for interoperability.

	<p><b>Strengthening the Capacities for Conducting Financial Investigations and Confiscation of Property (2024-2028)</b> is upgraded and follows previous strategy, within 2023.</p> <p>The <b>Law on Financial Police is amended</b> to enable creation of specialized unit in FP to conduct financial investigations within 2025</p>	<p><b>cases of organised crime</b> (track record), including for financial investigations and confiscation is improved in 2025.</p> <p>Special organisational unit in Financial Police for conducting special investigative measures is established in 2025.</p>	<p>money laundering, financial investigations and asset seizure by 2028.</p>
<p>d) A robust system of confiscation, freezing of property and financial penalties is in place.</p>	<p>The <b>Law on the Management of Confiscated Property, Proceeds and Seized Objects in Criminal and Misdemeanour Procedures</b> is adopted to align it with Directive 42/2014 in 2024.</p> <p>The <b>Law on confiscation with non-conviction verdict in civil procedures</b> is adopted in 2024.</p>	<p>The institutional capacities (new staff, specialized trainings and adequate equipment) of the Agency for Management of Confiscation of Property enhanced, inter alia using additional 7% gathered from each sale of confiscated property for the Agency by 2025.</p> <p>A specialized unit for actions on the cases <b>on confiscation with non-conviction verdict in civil procedures</b> is set up in the Financial Police with adequate staff and necessary resources in 2026. Track record of confiscation, freezing of property and</p>	<p>Credible track record of confiscation, freezing of property and financial penalties is fully implemented by 2028.</p> <p><b>ARO</b> is fully functional, empowered, staffed with professional well-trained experts and equipped by 2028.</p>

	<p>The <b>Law on the Asset Recovery Office</b> with its <b>by-laws</b> is aligned with <b>Council Decision 2007/845/JHA</b> in 2025.</p> <p>The <b>Law on Payment and Service System</b> is aligned with the Directive 2019/1153, to allow direct access for ARO to register of bank accounts in 2025.</p>	<p>financial penalties is establish and shows substantial results by 2026.</p> <p>Sufficient and adequate spatial solution for storage and management of seized assets are made available by 2025.</p> <p><b>ARO</b> is functional and is empowered by inter sectorial coordination (adoption of SOP, concluding memorandum for cooperation, appointment of the contact persons from the relevant institutions) in 2026.</p> <p>Material and technical equipping (hardware, software) are secured for <b>ARO</b> in 2026.</p> <p>All vacancies are filled with skilled human resources in <b>ARO</b> in 2027.</p> <p>An <b>ARO database</b> is established and provide its interoperability with relevant data bases in 2028.</p>	
<p>e) The entire law enforcement and judicial chains have a strategic, integrated approach, as well as</p>		<p><b>Capacity building</b> for institutions for fight against</p>	<p><b>Coordination</b> among relevant institutions <b>is effective and fully</b></p>

<p>adequate resources and specialisation. Coordination between the actors involved and adequate resources allocated to the institutions responsible for the fight against organised crime is effective.</p>		<p>money laundering and financing of terrorism, notably through ensuring the full implementation of the National Strategy for Fight against Money Laundering and Financing of Terrorism by 2028.</p> <p>Access of the <b>Public Prosecution Office</b> to electronic data bases which contain relevant data for investigations on money laundering cases (Customs Administration, Cadastre, Public revenue Administration, Agency for employment etc.) is ensured in 2025.</p> <p><b>Adequate IT tools</b> to monitor suspicious transactions related to virtual currencies are secured by 2025.</p> <p><b>Data is regularly updated into the system for monitoring money laundering cases</b>, based on submitted reports of the FIO to the law enforcement institutions starting from 2026.</p> <p>Specialised trainings for</p>	<p><b>functional and operational capacity needed is in place</b> to ensure efficient fight against organised crime in 2025.</p>
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	<p>Amend existing legislation/implementing legislation, Rules of procedures, guidelines related to, inter alia, the internal rules of organization, status of the investigators and the types of registers in the investigative centres; procedures to ensure safeguards for human rights,</p>	<p>public prosecutors and law enforcement on <b>proactive investigations</b> of money laundering cases are conducted continuously until 2026.</p> <p>An operational <b>centralised bank account and safe register</b> is established in <b>Central Register of Legal Entities</b>, which will enable law enforcement and FIU access to bank account information in 2024.</p> <p><b>Sufficient financial resources</b> for all law enforcement and judicial institutions with responsibilities related to asset seizure and financial investigations are continuously allocated until 2028.</p> <p><b>Investigative centres</b>, are strengthened by staffing and technical equipment, including powerful analysis hardware with analysis software, such as analyst's Notebook for visualizing money flows, perpetrator structures, company networks, etc., Geotime for</p>	<p>The investigative centres are fully equipped and staffed including with experienced crime analysts (2026)</p>
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	<p>rights of the accused, witness protection and respect of professional standards and ethics</p>	<p>visualizing e.g. smugglers' routes by 2025.</p> <p>Ensure consistent and coordinated approach in delivering training to investigators from investigative centres and law enforcement agencies by establishing central register of trainings (2025)</p> <p>The effective capacity of the <b>National Coordination Centre for fight against organised crime</b> is strengthened in 2025 by setting up a database for information exchange.</p>	<p>Increased information exchange and intelligence between the competent participating authorities in the National Coordination Center for fight against Organized Crime by 2027.</p>
<p>f) A professional, reliable and efficient police organisation is in place to ensure the rule of law within the country and to be a reliable international partner in relevant investigations and criminal cases, as well as other judicial proceedings with a transnational aspect.</p>	<p>Adopt Strategic Plan of the Ministry of Interior (2024-2026)</p>	<p>New organisational structure to enable to establishment of new specialized units for fight against organised crime, with strengthened human resources, material and technical equipment in 2024.</p> <p><b>The Strategic Plan</b> of the Ministry of Interior that will cover the medium-term priorities (2024-2026) for the</p>	<p><b>Capacities, in terms of staff and technical means, including procedures, of the MoI are further strengthened</b> as a professional, reliable and efficient police organisation and reliable partner on EU Member States in organised crime investigations, notably through the Department for suppression for organised and serious crime in 2024.</p>

	<p>that setting the medium-term priorities for the development of the police in 2024.</p>	<p>development of the police is fully implemented in 2026.</p> <p>A system for <b>automatic exchange of DNA data CODIS</b> (Combined DNA Index System) is in place in 2024.</p> <p>A system for biometric identification through papillary lines and photos – <b>ABIS</b> (Automated Biometric Identification System) is in place in 2024.</p> <p><b>Capacity of the external oversight mechanism</b> that guarantees independent investigation to addressing police impunity and strengthen the capacity of the Department of Internal Control, Criminal Investigations and Professional Standards under the Ministry of the Interior for such activities are enhanced in 2025</p> <p><i>See also under fundamental rights for legal framework</i></p>	
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<p>g) The country cooperates effectively with Europol, Eurojust and CEPOL and participates in EMPACT.</p>		<p>Include the Financial Police, Financial Intelligence Unit and other relevant law enforcement agencies in line with the EMPACT areas (2024)</p> <p>All <b>vacancies for liaison officers</b> for international police cooperation are fulfilled continuously enabling good coordination and communication by 2028.</p> <p><b>Secure communication</b> link for information exchange (SIENA) is continuously expanded to the other LEAs until 2025.</p>	<p><b>Proactive regular cooperation</b>, amongst others, within the networks of EUROPOL, INTERPOL; CEPOL is maintained;</p> <p>Proactive participation in EMPACT and ENFAST networks is maintained</p> <p><b>Secure communication</b> link for information exchange (SIENA) with other LEAs fully functional by 2028.</p> <p>National EMPACT is in place, has all required resources and includes all relevant law enforcement agencies in line with the EMPACT areas (2025)</p>
<p><b>2. Cybercrime</b></p> <p>Legislation is aligned and implemented effectively with adequate capacity (including equipment and specialised staff).</p>	<p>New National <b>Cyber Security Strategy</b> and <b>National Strategy for Cybercrime</b> are adopted and their full implementation ensured, taking into account results of the implementation from the previous</p>	<p><b>Capacity building</b> is provided for successful dealing with serious forms of Cybercrime (cyber dependent and cyber enabled crime), including digital forensics,</p>	<p>Cooperation is developed and promoted with the <b>international internet service providers</b> with regard to retrieving data needed for the investigation, as well as electronic evidence in 2025.</p>

	<p>ones, by 2024.</p> <p>The <b>Law on Criminal Procedure</b> is adopted in terms of further regulation of the electronic evidence, in 2024.</p> <p>The <b>Criminal Code</b> is adopted in regard to further regulation of the electronic currency in 2024.</p> <p><b>Standard operating procedures</b> are adopted related to computer crime and computer security in order to prevent and deal with ransomware and other cyber-attacks including new modus operandi and trends by 2025</p> <p>Ratify the 2<sup>nd</sup> additional protocol of Budapest Convention (2024)</p>	<p>public private operation with ISP in 2025.</p> <p><b>Capacities for prevention and fight against cybercrime on the regional and local level</b> are improved by supporting Sectors for internal affairs in their activities and organising training for their professional development in 2025.</p> <p>Financial and technical resource for <b>proactive investigation</b> of cybercrime cases is improved through continuous procurement of new and maintaining of the current software tools and hardware equipment for investigation and analysis of the electronic evidence material continuously by 2025.</p> <p><b>Coordination on the national level</b> is improved by defining the manner of undertaking activities between MoI and the National Centre for Computer Incident Response, in case of cyber-attacks in 2024.</p>	<p><b>Any potential major cyber-attacks</b> are successfully <b>prevented or investigated</b> in the future, most notably ransomwares by 2028.</p> <p>All institutions within the system responsible for preventing cyber-attacks, including ransomwares are staffed, trained and equipped (2028)</p> <p>The second additional protocol to Budapest Convention is ratified (2024)</p> <p><b>Efficient coordination and response to cases of cyber-attacks between MoI and the National Centre for Computer Incident Response</b>, is ensured 2025.</p>
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<p><b>3. Child sexual abuse, including online</b></p> <p>a) Legislation is aligned and implemented effectively implemented with adequate capacity (including equipment and specialised staff).</p>	<p>The <b>Criminal Code is adopted to fully</b> align it with relevant EU <i>acquis</i> related to child sexual abuse and exploitation, child pornography, etc. in 2024.</p>	<p>Adequate number of staff has been dedicated and specialized training is delivered by 2025.</p>	<p>Cases of child sexual abuse and exploitation, child pornography, are effectively detected and prosecuted (2028)</p>
<p>b) Measures to detect, protect and provide care to victims are in place and effectively implemented.</p>		<p><b>Training and workshops</b> are organised for the employees in the Departments for Cybercrime within the Sectors for Internal Affairs for using international tools, technics and other resources for the purpose of proactive investigations for preventing the sexual abuse of children continuously until 2028.</p> <p><b>Efficient measures</b> to prevent child sexual abuse online and offline are implemented within 2026 through:</p> <ul style="list-style-type: none"> <li>- strengthened co-operation and collaboration between law enforcement and</li> </ul>	<p>All responsible institutions for detecting, protecting and providing care to victims of child abuse are staffed, trained and equipped (2028)</p>

		<ul style="list-style-type: none"> <li>social services;</li> <li>- psychological support and therapy provided for children victims following identification to prevent re-victimisation;</li> <li>- specialised law enforcement units are set up to deal with cases of Online Child Sexual Exploitation and Abuse including conducting online investigations;</li> <li>- initial and on-going trainings are implemented;</li> <li>- awareness is raised to all actors involved in the multi-sectorial response.</li> </ul>	
<p><b>4. Trafficking in firearms</b></p> <p>Legislation is aligned and implemented effectively with adequate capacity (including equipment and specialised staff). This also includes the control of firearms, essential components and ammunition – and the secure storage and destruction capacity.</p>	<p>New National <b>Strategy for Control of Small Arms and Light Weapons</b> is adopted based on the new <b>Roadmap</b> for a sustainable solution to the illegal possession, misuse and trafficking of small arms and light weapons (SALW)/firearms and their ammunition in the Western</p>	<p>Full <b>implementation</b> of the <b>National Strategy for Control of Small Arms and Light Weapons</b> is ensured by 2024.</p> <p>Permanent staff working as <b>firearms focal points</b> are employed and provided with</p>	<p><b>Credible track record</b> in illegal firearms seized, their deactivation and destruction are continuously improved until 2028.</p>

	<p>Balkans in 2025.</p> <p>The <b>Law on Weapons</b> is amended in order to comply with EU standards in term of definitions, categorisation, technical specification of the alarm and signal weapons, transport of weapons, marking of firearms in 2024.</p> <p>The <b>Law on Examination and Marking of Firearms and Ammunition</b> is aligned with relevant EU standards in 2025.</p>	<p>the necessary capacity building in 2024.</p> <p>Full functionality of <b>software of registration and tracing of weapons</b> is ensured in 2024.</p> <p>Machine for the <b>marking of deactivated weapons</b> is available and functional in 2024.</p> <p>Secure and separate <b>storage facilities</b> and <b>evidence rooms</b> are provided in 2024.</p> <p><b>Legalisation and voluntary surrender</b> of illegal weapons starting from 2025</p> <p><b>Awareness raising, outreach and education</b> campaigns on the dangers and risks related to the misuse, illicit possession, and trafficking of firearms/SALW improved are conducted (2024)</p>	<p>Reduction of illicit firearms through legalisation, voluntary surrender and deactivation continuously until 2028.</p>
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<p><b>5. Trafficking in human beings</b></p> <p>a) Legislation is aligned and implemented effectively with adequate capacity.</p>	<p>The <b>Criminal Code</b> aligned with the EU acquis related to preventing and combating human trafficking and protecting victims is adopted in 2024.</p> <p>Adopt implementing legislation steaming from the Law on payment of monetary compensation to victims of violent crimes (2024)</p> <p>Establish the commission for the compensation of victims 2024</p> <p>Preparation of a methodology for the trial simulation of a human trafficking cases (2024)</p>	<p>Training in continuity of judges, prosecutors and law enforcement on trafficking investigation and prosecutions, including on providing social and psychological support from 2024.</p> <p><b>Victim compensation mechanisms</b>, including by providing sufficient financial resources and informing victims of their right to seek compensation is improved in 2025</p> <p>Conduct awareness rising for the rights of victims to seek compensation (2025)</p>	<p>All convictions for trafficking in human beings is successfully finished and the court convictions are increased by 2028.</p> <p>All requests for compensation of victims are efficiently processed and compensation is awarded (2030)</p>
<p>b) Measures to detect, protect and provide care to victims are in place and effectively implemented.</p>	<p>The <b>Law on Foreigners</b> is amended with regard to accommodation of foreign victims of human trafficking in 2024.</p>	<p>The <b>number of mobile teams</b> is increased in 2024 and their institutionalisation in the state structure is</p>	<p>All identified potential cases of human trafficking from at-risk population, referred by the mobile teams are proactively and promptly investigated</p>



		ensured in 2028.	continuously until 2028. All identified victims and potential victims are successfully placed in victims' shelters in 2028.
<p><b><u>II. COOPERATION IN THE FIELD OF DRUGS</u></b></p> <p>Prevention and demand reduction measures are in pace and effectively implemented. National Early Warning System (NEWS) and National Drug Observatory (NDO) cooperate effectively with the EMCDDA; Drug storage and destruction capacities are adequate.</p>	<p>National <b>Drug Strategy (2021-2025) and the Action Plan</b> (2021 – 2023) is evaluated within 2023 and a new Action plan 2024-2025 upon expiration is adopted.</p> <p>The <b>Law on Control of Narcotic Drugs and Psychotropic Substances</b> is amended in order to comply with the EU acquis and international standards by 2024.</p> <p>Revise and strengthen the legal and institutional framework for the <b>National Drugs Observatory</b> by <b>2024</b>.</p> <p>Sign an agreement on cooperation with the EMCDDA entered into between such third countries and the Community on the basis of Article 300 of the Treaty (2025)</p>	<p>The capacities of the <b>National Drugs Observatory</b> are strengthened with sufficient professional and qualified staff, excluding possibility for conflict of interests (2024).</p> <p>The <b>capacity for timely exchange of data</b> with the <b>EMCDDA</b> is improved, with dedicated staff, developed procedures and necessary equipment (2025).</p> <p>The <b>national early-warning system for drugs</b> is established by 2025.</p> <p>Ensure strict implementation and rigid monitoring system of the process of issuing and withdrawing of licences for cultivation of cannabis, including using enforcement powers of the Ministry of interior by 2004</p>	<p><b>Credible track record in detecting and seizure</b> in smuggled illegal drugs is fully implemented through efficient and functional inter-institutional and international cooperation by 2028.</p> <p><b>The number of seizures</b> of smuggled illegal drugs by relevant institutions is increased continuously by 2028.</p> <p>The <b>controls of legal entities</b> holding the License for production of cannabis oil extracts for medical purposes is fully ensured and transparent by 2025.</p> <p>Relevant <b>international cooperation</b> both bilateral and through international networks is enforced by 2028.</p>

		<p><b>In line with the relevant bylaw in relation with cannabis manufacturing E-System of evidence</b> is established by 2024.</p> <p>Track record for the number of procedures for licensing for cannabis manufacturing to be established, following the process of issuing and withdrawing of licences, as well as production, consumption for medical purposes, export, storage status by 2024</p> <p><b>Adequate capacities for storage of seized narcotic drugs and not sold stored in cultivating laboratories cannabis</b>, their protection and destruction upon relevant decision in accordance with the best EU practices are ensured as well as its transparency. (by 2026)</p>	
<p><b><u>III.</u> FIGHT AGAINST TERRORISM</b></p> <p>Legislation is aligned and implemented effectively with</p>	<p>The national <b>terrorism threat assessment</b> is adopted in 2024.</p> <p>An <b>updated terrorist financing</b></p>	<p>The <b>capacities to deal with terrorist content online</b> through continuous trainings</p>	<p>The <b>Joint Action Plan on Counter Terrorism for the Western Balkans</b> is fully implemented in 2024.</p>

<p>adequate capacity, including on terrorist content online (monitoring and suppression), marketing and use of explosive precursors, and critical infrastructure protection/critical entities resilience.</p>	<p><b>risk assessment</b> is developed in 2024.</p> <p>A <b>risk assessment of the financing of weapons of mass destruction-proliferation</b> is developed in 2024.</p> <p>Introduce implementing legislation to establish a <b>Unit for International Cooperation and Research on the Internet in the MoI</b> (in order to monitor radicalisation that leads to violence on Internet) 2025.</p> <p>New departments for intelligence in prisons, established in 2025.</p> <p>The <b>Criminal Code</b> in which crimes related to terrorism will be fully aligned with relevant international standards is adopted in 2024.</p> <p>The <b>Law on Criminal Procedure</b></p>	<p>and the setting up of specialized units for the establishment of internet investigations related to publication of radical content on internet is strengthened in 2027.</p> <p>Annually assess and update The <b>National Plan for reintegration, resocialisation and rehabilitation of foreign terrorist fighters' returnees and members of their families</b> with adequate measures adjusted to the needs</p> <p>Ensure adequate financial resources and human resources with adequate skills for efficient functioning of the <b>Unit for International Cooperation and Research on the Internet in the MoI</b> (in order to monitor radicalisation that leads to violence on Internet) 2026</p>	<p>Regular <b>cooperation</b> with the <b>Europol Counter Terrorism Centre</b> is continuously ensured until 2028.</p> <p>The <b>National Plan for reintegration, resocialisation and rehabilitation of foreign terrorist fighters' returnees and members of their families</b> is fully implemented.</p> <p>The Strategy on Countering Violent Extremism and related Action Plan is fully implemented</p> <p>Unit for International Cooperation and Research on the Internet in the MoI is fully functional (2027)</p>
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	<p>is amended, which will overcome the existing weakness in relation to the period of detention of persons suspected of crimes related to terrorism, in accordance with international human rights law and humanitarian law in 2024.</p> <p>An <b>Anti-Terrorism Law</b> is adopted in 2024.</p> <p><b>Procedures</b> for dealing with persons convicted of crimes related to <b>terrorism are developed</b> in 2026.</p> <p>The <b>Law on Explosive Precursors</b> is adopted in 2025.</p> <p>The <b>Law on Critical Infrastructure and implementing legislation</b> is adopted in 2024.</p>	<p>The <b>capacities of the services responsible for the execution of sanctions and probation,</b> through establishment of new departments for intelligence in prisons and monitoring after release, are strengthened with staff and trainings (2026)</p> <p>A <b>software module will be developed to ensure better monitoring of the explosive precursors</b> in 2025.</p> <p>Fill vacancies and ensure adequate skills through continuous training on explosive precursors, 2027.</p> <p>Adequate capacities as regards <b>Critical infrastructure, protection/critical entities resilience</b> through <b>filled vacancies and continuous training and exchange of</b></p>	<p>The Law on Explosives Precursors is adequately implemented (2028)</p> <p>The <b>critical infrastructure legislation</b> is fully implemented by 2028.</p>
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		<p><b>experiences</b> are ensured continuously until 2028.</p>	
<p><b><u>IV. JUDICIAL COOPERATION IN CIVIL AND CRIMINAL MATTERS</u></b></p> <p>The country is able to ensure efficient cooperation in civil and criminal matters with Member States and EU bodies, notably Eurojust, and the European Public Prosecutor’s Office (EPPO).</p>	<p>Ratification of the Hague Convention on the Protection of Children (1996) in 2024;</p> <p>Ratification of the Child Support Convention and Maintenance Protocol (2007) in 2024,</p> <p>Ratification of the Choice of Court Convention (2005) in 2024</p> <p>Ratification of the Hague Judgment Convention (2019) is in 2024,</p> <p>All required EU mechanisms in line with the requirements deriving from the International conventions will be transposed by 2028 in national legislation,</p> <p>ECRIS mechanism will be transposed in the law by 2029</p>	<p>Strengthen the existing mechanisms, including the cooperation with OLAF, as well as with the <b>European Public Prosecutor’s Office (EPPO)</b>, as a competent authority for the purposes of the 1959 European Convention on Mutual Assistance in Criminal Matters, to facilitate the fight against fraud and corruption are planned to be fully employed by 2025.</p> <p>Appointed liaison officer to Eurojust headquarter by 2005</p> <p>Sufficient <b>administrative capacities</b> and <b>training</b> of staff to implement obligations deriving from the international agreements and conventions are ensured by 2028.</p> <p><b>Specialisation of judges and expert staff</b> in the field of <b>family law</b>, including on the jurisprudence of the Court of Justice of the EU is provided</p>	<p><b>Fully effective international cooperation</b> in criminal matters is ensured until 2028.</p> <p><b>Effective and efficient procedure</b> in civil and criminal matters is ensured within 2028.</p> <p><b>Efficient cooperation between MoJ and the PPO</b> is ensured in 2024.</p>

		<p>within annual curricula of the AJPP.</p> <p>Interoperability between <b>the case management system (software named LURIS)</b> for mutual legal assistance between MoJ and the Public Prosecutor's office (PPO) ensured by 2028.</p>	
<p><b><u>V.</u> MIGRATION, ASYLUM, VISA</b></p> <p><b>1. General framework</b></p> <p>a) The country applies the common set of rules and standards on legal migration and on the fight against irregular migration as well as in asylum matters. It has the ability to process asylum requests effectively and in a timely manner.</p>	<p><b>Standard Operating Procedures</b> for Processing Vulnerable Categories of Foreigners and dealing with un accompanied and separated children are updated and adopted in line with EU standards and practice in 2024.</p>	<p>All appointed relevant personnel (Police Officers, Ministry of Labour and Social Policy, and other institutions) is trained and equipped for proper implementation of the Standard Operating Procedures for Processing Vulnerable Categories of Foreigners and for dealing with un accompanied and separated children in 2024.</p> <p>Awareness rising in continuity in regard to access to the asylum procedure, through practical guides and toolkit on access to procedure, informative brochure and leaflet for asylum seekers, to ensure</p>	<p>Ministry of Interior, Ministry of Labour and Social Policy and other national institutions fully apply the common set of rules of standard on migration (legal and illegal) as well as in asylum matters in 2028.</p> <p>Large migratory flows are managed in accordance with adopted Contingency Plan in 2028.</p> <p>Ministry of Interior properly registers and processes all detected illegal migrants.</p> <p>Ministry of Labour and Social Policy and other relevant national authorities properly accommodate all asylum seekers and migrants for whom</p>

	<p>The <b>Contingency Plan</b> to manage large migratory flows including asylum seekers is drafted and adopted in 2026. <i>(See the sub-area of Asylum.)</i></p>	<p>that asylum applications, are processed timely and effectively (2024)</p> <p>Proper protection-sensitive migration management system is set and functioning in accordance with latest EU standards by 2024</p> <p>Personnel from national authorities competent for development and implementation of Contingency Plans in the context of reception are trained by EUAA and Frontex in 2026</p> <p>National authorities competent for implementation of the Contingency Plan to manage large migratory flows secured the necessary funds for implementation of the Plan in 2027.</p> <p>National authorities competent for implementation of Contingency Plan secured necessary personnel,</p>	<p>decision for temporary detention is not issued.</p> <p>Effective measures to <b>protect migrants along the routes</b> and increased transparency are in place through full implementation of updated SOP's by 2024.</p> <p>The <b>Sector for asylum</b> all asylum requests <b>processes effectively</b> and in a timely manner through the Standard operating procedure, practical quiet and tool, training and workshop with support from EUAA</p>
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	<p>The <b>Law for International and Temporary Protection</b>, regarding family reunification, procedure on border crossing and personal identification number is amended and adopted in line with CEAS and EU standards in 2026.</p>	<p>technical means and facilities to implement actions set in Contingency Plan in 2028.</p> <p>All relevant personnel (Police Officers, Ministry of Labour and Social Policy, and other institutions) is trained improper implementation of the Contingency Plan in 2027.</p> <p>National capacities for applying the common set of rules and standards are further strengthened through full implementation of activities set in the strategic documents (Resolution on Migration Policy, National Strategy for Integrated Border Management, National Strategy for fight against Trafficking of Human Beings and Illegal Migration) in 2025.</p> <p>The country will join the activities of the <b>European migration network as observer</b> in 2024.</p> <p>All relevant personnel</p>	
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		(Police Officers, Border police officer, asylum case officers) is <b>trained</b> in proper implementation of the law and Standard Operating Procedures in asylum matters in 2026.	
<p>b) Strategic framework and legislation are aligned and implemented effectively with adequate capacity with regard to foreigners entering/residing within the national territory legally or irregularly. There are available IT systems to deal with related requests/official documents.</p>	<p><b>Law on Foreigners and Law on employment and work of foreigners</b> are amended and adopted in 2024 in order to regulate legal/ irregular entry/residence of foreigners within the national territory.</p> <p>Further <b>Law on employment and work of foreigners is adopted and the Law on Foreigners is amended</b> in 2026 to fully align with the relevant EU acquis.</p> <p>Adopt new <b>Resolution on Migration Policy</b> for the period 2026-2030 in line with EU standards in 2025.</p>	<p>All relevant personnel in national institutions is trained in practical implementation of law amendments regarding the alternative to detention, free legal aid and residence permits in 2025</p> <p>Human and technical capacities for dealing with foreigners in all relevant national institutions are further strengthened through implementation of activities set in the new Resolution 2026-2030 (by 2028.)</p> <p>National IT systems and communication infrastructure for identification and registration of mixed (both legal and illegal) migration</p>	<p>National legislation with regard to foreigners entering/ residing legally or irregularly is fully aligned with EU standards and effectively implemented in practice in 2028.</p> <p><b>Biometric registration</b> of all individuals apprehended in irregular movement is systematic and serves for</p>

		<p>flows are upgraded in line with EU requirements and the recommendations derived from the <b>assessment (Frontex Masterplan)</b> for North Macedonia in 2028.</p> <p>Developed National IT systems are able to conduct systematic biometric registration and to exchange biometric data of individuals apprehended in irregular movement for humanitarian and migration management purposes in 2028.</p>	<p>humanitarian and migration management purposes is systematic in 2028.</p> <p>National databases for all categories of foreigners (illegal and legal stay, temporary stay, asylum seekers, and persons under protection) are interoperable and compatible on national level and in accordance with EU standards in 2028.</p> <p>The <b>IT system</b> for <b>tracking</b> requests and documents issuing is functional and effective in 2028.</p>
<p><b>2. Legal migration</b></p> <p>Legislation is aligned and implemented effectively with adequate implemented capacity with regard to legal migration, including notably family reunification, EU Blue Card, single permit.</p>	<p>The legislation in the area of legal migration is <b>fully aligned</b> with EU acquis, related to EU Blue Card in and to single permit in 2026</p> <p>The legislation in the area of legal migration is <b>fully aligned</b> with EU acquis related to family reunification in 2028.</p> <p><b>Conditions for granting long-term residence</b> to persons under</p>	<p>Upgrade of the existing Database for foreigners with regulated stay by 2024.</p> <p><b>The system of personal documents</b> in order to incorporate a data storage medium and introduce new grounds for temporary residence is upgraded by 2028.</p>	<p>The <b>institutional and administrative</b> capacities of competent authorities (Ministry of Interior, Ministry Labour and Social Policy, Ministry of Foreign Affairs) are fully functional by 2028.</p> <p><b>A new Database for foreigners is fully functional in 2023.</b></p>

	international protection are reassessed and amended where applicable in 2024.		
<p><b>3. Irregular migration</b></p> <p>a) Strategic framework to fight against irregular migration, including migrant smuggling is in place.</p>	<p>New strategic documents (<b>National Strategy</b> for combating trafficking on human beings and illegal migration and <b>National Strategy</b> for Integrated Border Management with Action Plans for period 2026-2030) are adopted in 2025.</p> <p><b>Standard Operating Procedures</b> on dealing with illegal migrants is drafted and adopted in 2024.</p>	<p><b>Border police</b> officers on central level completed <b>trainings</b> in European IBM organized by Frontex in 2026.</p> <p>First – line border police officers and Inspectors on cross – border crime completed <b>trainings</b> on the new <b>Standard Operating Procedures</b> on dealing with illegal migrants in 2024.</p>	<p>Strategic framework to fight against irregular migration, including migrants including smuggling of migrant is in place and aligned with EU standards in 2025.</p> <p>The Border Police has certified police officers with broad knowledge on EU and international legislation, policies and procedures able to draft and evaluate strategic documents in accordance with the European IBM concept and EU standards in 2026.</p>
<p>b) Legislation on common standards and procedures for returning illegally staying third-country nationals are aligned and implemented effectively.</p>	<p>The <b>Law on Foreigners</b> regarding assistance in cases of transit for the purposes of removal by air, on the mutual recognition of decisions on the expulsion of third country nationals and on the joint flights for removals from the territory of two or more MS of third country nationals is amended</p>	<p><b>Relevant increased number of the personnel</b> in the national institutions that have competences in assisted voluntary returns - Ministry of Interior, Ministry of Labour and Social Policy, Ministry of Health and Ministry on Foreign Affairs are <b>trained</b> on the Standard</p>	<p>Legislation on common standards and procedures for voluntary and non – voluntary returns of illegally staying third-country nationals is aligned and implemented effectively in 2028.</p> <p><b>Effective national return mechanism</b> for non-voluntary returns is established and functional. National authorities conduct assisted voluntary returns of</p>

	<p>within 2028.</p> <p><b>Standard Operative Procedures</b> for assisted voluntary returns and reintegration (SOP AVRR) are adopted in 2026.</p> <p>The Law on free legal aid is amended and adopted in order to include right on free legal aid for foreigners that illegally stay in the country in 2025.</p> <p>The Law on foreigners is amended in order to reflect the amendments in Law on free legal aid that regulate free legal aid for foreigners with illegal stay in the country in 2025.</p>	<p>Operating Procedures for Assisted Voluntary Returns and Reintegration and for actions in pre-return, return and reintegration phases in accordance with EU and International standards, with full respect of fundamental rights and the right on free legal aid in all phases in 2027.</p> <p>Border Police officers are trained in implementation of Standard Operating Procedures for Non – voluntary Returns and taking actions in pre-removal and removal phases with full respect of fundamental rights and the right on free legal aid in all phases in 2026.</p> <p>National authorities with competences in organizing and conducting returns delegated organizational units within their organization responsible for carrying out various phases of return actions in 2026.</p>	<p>third – country nationals in accordance with the EU standards and full respect of fundamental rights in 2028.</p> <p>Legislation on common standards and procedures for voluntary and non – voluntary returns of illegally staying third-country nationals is aligned and implemented effectively in 2028. It ensures full respect of fundamental rights and right on free legal aid in all phases of return actions.</p>
<p>c) Readmission agreements are in place and</p>	<p><b>Sign Implementation protocols</b></p>	<p>Relevant personnel in</p>	<p>Closer <b>cooperation with Third</b></p>

<p>effectively implemented.</p>	<p>with the remaining EU member states and sign new agreements with third countries, with focus on neighbouring countries in 2028.</p>	<p>Ministry of Interior and Ministry of Foreign Affairs are effectively completing negotiations on the remaining protocols and bilateral agreements with third countries in 2025.</p>	<p><b>Countries</b> with focus on countries of origin in areas of forced and voluntary returns is established through communication channels with their Law enforcement agencies and Ministry of Foreign Affairs diplomatic and consular representations are set and used for the purposes of return and reintegration in 2028.</p> <p>Readmission agreement with European Community is implemented effectively and in full. The Implementation Protocols with the remaining EU MS and new Agreements with third countries with focus on neighbouring countries are signed and effectively implemented within 2028. Readmission Agreements and / or <b>Agreements on cooperation that regulate return issues</b> with most dominant countries of origin are signed and effectively implemented in 2028.</p>
<p>d) Implementation capacity is adequate (including to organise joint flights for removals of third-country nationals who are subjects of individual removal orders).</p>	<p>Development and adoption of <b>Standard Operative Procedures for joint return flights (SOP JRF)</b> in 2025.</p>	<p>Border Police officers are trained in implementation of Standard Operating Procedures for non – voluntary returns and taking actions in pre-removal and removal phases in 2026.</p>	<p>National authorities conduct non – voluntary returns of third – country nationals who are subjects of individual removal orders in accordance with the EU standards and full respect of fundamental rights in 2026.</p> <p>The Police has a pool of trained police</p>

		<p>Border Police officers are trained in implementation of Standard Operating Procedures for Joint Return Flights and taking actions in pre-removal and removal phases.</p> <p>Border Police is equipped with the necessary equipment for conducting non – voluntary returns and joint return flights in 2028.</p>	<p>officers for various roles in Joint Return Flights – escort leaders, escort officers, back up teams) in 2028.</p> <p>National authorities organize and conduct joint return flights in accordance with the EU standards and Frontex Guide for Joint Return Operations by Air and Frontex Code of Conduct in 2028.</p>
<p>e) Reception capacities, including for persons with special needs are in line with standards and adequate.</p>	<p>Amendments on <b>Rulebook on house rules of the Reception Centre for foreigners</b> is adopted in 2024.</p> <p>Standard Operating Procedures <b>on functioning of the Reception Centre for Foreigners</b> are developed and adopted in 2024.</p>	<p>Police officers in Reception Centre for Foreigners are trained on the amended and adopted Rulebook and on Standard Operational Procedures on functioning of Reception Centre for Foreigners in 2024;</p> <p>Police officers in Reception Centre for Foreigners are trained in various topics related to accommodation in closed – type facilities – fundamental rights, cultural diversities, de-escalation of conflicts, EU standards, etc.</p>	<p>The conditions for accommodation and temporary stay of foreigners in Reception Centre for Foreigners (the only closed – type facility within the Ministry of Interior) for accommodation of all categories of illegal migrants are in line with EU standards in 2028.</p>

		<p>in 2025;</p> <p>Renovation and modernization of Reception Centre for Foreigners in order to improve the conditions for stay and to increase the security of the facility, accommodated persons and the personnel in 2027.</p>	
<p><b>4. Asylum</b></p> <p>a) Legislation and procedures in the field of asylum are aligned and effectively implemented.</p> <p>b)</p>	<p><b>Strategy for integration of refugees and foreigners</b> is adopted by 2028.</p> <p>The <b>roadmap for cooperation between the Republic of North Macedonia and the EUAA</b> is signed in 2023 and further implemented.</p> <p>The <b>Law on International and Temporary Protection</b> is amended with a focus on the right to family reunification of persons under subsidiary protection, regulation of border procedures,</p>	<p><b>Implementation of the Multisectoral Strategy for Integration of Refugees and Foreigners</b> to improve access to basic rights, education and employment market, thus ensuring regular protocol for foreigners, with special focus on children to pass integration courses and learning of the Macedonian language by 2027</p> <p><b>Process for lodging of</b></p>	<p>Effective integration of refugees and foreigners is ensured, including solving the long-term refugee situation from Kosovo by 2028.</p> <p>Legislation and procedures are effectively <b>implemented</b> fully in line with EU acquis and best practices by 2028.</p> <p>Asylum seekers are offered adequate access to public services by 2028</p> <p>There are effective asylum decision</p>

	<p>conducting personal interviews in 2026.</p> <p>The <b>Law on Personal Identification Number</b> is amended to ensure providing of personal identification number of asylum seekers and persons under temporary protection in 2026.</p> <p><b>Guidelines for deciding upon claims</b> are developed by 2025.</p>	<p><b>application for asylum</b> with cooperation with EUAA is enhanced until 2028.</p> <p><b>Registration process for the asylum seekers</b> and <b>enhanced technical skills</b> of the case officers in particular on interview techniques on unaccompanied minors and vulnerable persons, evidence assessment, decision writing, decision assessment and use of COI is enhanced continuously until 2028.</p> <p><b>Biometric identification documents</b> for asylum seekers, refugees and persons under subsidiary protection are issued in 2028.</p> <p>Persons with subsidiary status protection are <b>equal to persons</b> with the status of a recognized refugee in relation to acquiring the right to family reunification in 2026.</p> <p>The <b>quality of asylum adjudication</b>, also at the appeal stage, is improved by 2028</p>	<p>procedures in place by 2028</p>
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	<p><b>Legal instructions</b> for granting status of refugee in line with Geneva Convention of 1951 prepared (by 2024)</p>	<p>The Administrative Court and the High Administrative Court take <b>decisions on merit grounds</b> rather than on the procedural of the asylum claims by 2028.</p> <p>State funded interpretation services for <b>rare languages</b> is continuously ensured until 2028.</p> <p>The Asylum Sector personnel is properly trained on the application of the Legal instructions in 2024.</p> <p>Ensuring the long-term legal status or citizenship in the country to all persons who meet the conditions for it, in accordance with the Law on Foreigners or Law for citizenship by 2025.</p>	<p><b>Asylum decisions</b> are in line with the CEAS and EU practices (including personal interview, evidence assessment, qualification for international protection and exclusion) by 2028</p>
<p>c) Reception capacities, including for persons with special needs are in line with standards and adequate. Administrative capacities to deal with asylum requests are adequate.</p>	<p><b>Law on Social Protection</b> is amended to improve the reception standards for vulnerable asylum seekers by 2025.</p>	<p><b>In cooperation with EUAA, the reception capacities</b> are developed, in compliance with the EU standards, in</p>	<p>There are sufficient administrative capacities to deal with asylum requests by 2028.</p>

		such manner to be sensitive towards vulnerable groups by 2026.	The capacities of <b>Asylum centres</b> are according to the EU standards and current requirements by 2028.
d) Contingency plan in case of mass influx of asylum seekers are in place.	Contingency <b>plan in case of large influx of migrant and asylum seekers, including its funding</b> , is adopted in 2026.  <i>See sub-section Migration, Asylum, Visa, General framework</i>		
<b>5. Visa policy</b>  The country has its visa policy aligned with common standards, including on the list of third countries whose nationals must be in possession of a visa when crossing the external borders of the EU.  Legislation and procedures are aligned with EU <i>acquis</i> policy and implemented effectively with adequate capacity.	Adopt implementing legislation setting obligation to communicate in writing to the applicant the reasons for refusal of a visa application by 2024  <b>National legislation on visa free regime</b> is fully aligned with the EU visa policy (Annex 1) in 2028.  <b>National legislation on visa</b>	Competent authorities trained to adequately apply the obligation to <b>communicate in writing to the applicant the reasons for refusal of a visa application</b> in 2024.  Activities for development of a <b>quality visa information</b>	Competent authorities fully respect the obligation to <b>communicate in writing to the applicant the reasons for refusal of a visa application</b> in 2024.  Legislation and procedures are aligned with EU <i>acquis</i> policy and implemented effectively with adequate capacity by 2028.

	<p><b>regime</b> is fully aligned with the EU visa policy (Annex 2) in 2026.</p> <p>The <b>Law on Foreigners</b> and all its <b>bylaws</b> is aligned with EU acquis and Visa Code in 2028.</p>	<p><b>system, including regular IT updates</b>, and networking of diplomatic and consular representations is implemented until 2028.</p> <p><b>N-vis maintenance and upgrade of the System</b> (hardware and software) with new functionalities (for processing and storing biometric data – fingerprint and facial recognition) is achieved until 2028.</p> <p><b>Administrative capacities</b> through regular training of all dedicated staff in the Ministry of Foreign Affairs and diplomatic and consular representation on for visa issues conducted 2028.</p>	
<p><b><u>VI.</u> SCHENGEN AND EXTERNAL BORDERS</b></p> <p>a) The country is able to ensure adequate management, surveillance and protection of EU external borders and cooperates effectively with Member States, EU bodies and neighbouring countries.</p>	<p>Modifications in Frontex Common Core Curriculum for basic level and mid – level management training will be fully incorporated in National Training Programs in 2025 (upon adoption of modifications by Frontex and EU MS).</p> <p>New Working Arrangement on</p>	<p>National border police authorities cooperate with Frontex training unit and participate in preparation of Frontex Common Core Curriculum and training materials, as well as assessment of the need and assessment of the funds needed for procurement of</p>	<p>The national authorities are able to ensure adequate border management, surveillance and protection of EU external borders and cooperates effectively with Member States, EU bodies and neighbouring countries in the area of border management in 2028.</p> <p>The efficiency, effectiveness, consistency and transparent application of Schengen rules in the border</p>

	<p>operational cooperation with Frontex is signed in 2024.</p> <p>MoU between Ministry of Interior and Frontex on complaints mechanisms related to actions carried out by the European Border and Coast Guard Agency in the Republic of North Macedonia is signed in 2024.</p> <p>Agreement on police cooperation with Republic of Greece is signed in 2024.</p>	<p>adequate equipment in 2025.</p> <p>Training Centre within Ministry of Interior joins the activities of Frontex Partner Academies Network in 2025.</p> <p>National Training Coordinator is located in Ministry of Interior (Border Police) and acts as a permanent contact in training matters between Frontex and the national service responsible for border control in 2024.</p> <p>National experts engaged in aligning national curriculum with revised standards of Frontex Common Core Curriculum – basic and mid-level attend Frontex workshops in 2024 (and after every new revision).</p> <p>National experts in various fields (falsified documents, stolen vehicles, etc.) participate in Frontex - led activities aimed to develop Handbooks on various border – related issues in 2024.</p>	<p>management is evaluated and ensured through the Schengen Evaluation and Monitoring Mechanism and implementation of recommendations derived from the evaluation process.</p>
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		<p>Border Police officers are trained in accordance with the Frontex Common Core Curriculum in 2025.</p> <p>All equipment provided and used for border checks and border surveillance are in accordance with EU standards.</p> <p>Appropriate training for border police officers for proper use of equipment is provided immediately after the delivery and before deployment of the equipment.</p>	
<p><u>b)</u> The country is ready to fully implement the required external borders and relevant Schengen acquis upon accession.</p>	<p>The <b>Law on Border Control</b> aligned with Schengen standards including the area of IT systems and integration with EU systems is amended in 2028.</p> <p><b>Standard Operating Procedures</b> according to Schengen are updated by 2028.</p> <p>New <b>Handbook compatible with the Schengen standards</b>, which will cover the new information</p>	<p>All <b>alternative roads</b> suitable for the illegal crossing of the state border are identified in 2025 and all secondary roads suitable for the illegal crossing of the state border are demolished in 2028.</p> <p>Practical forms of cross – border cooperation <b>with border services of neighbouring countries</b></p>	<p>The national authorities are ready to fully implement the required external borders and relevant Schengen acquis upon accession.</p>

	systems integrated with EU systems is adopted in 2028.	with Albania, Bulgaria, Serbia and Kosovo are implemented in 2023.  Common/joint contact centres for police cooperation, with Greece is established and functional in 2025.  Within the Border Police, the National Focal Point as a Contact with Frontex, is appointed in 2026.	
<u>c)</u> In particular, relevant legislation is aligned and implemented effectively, with regard to: border management (including capacity of border police), entry/exist system, communication of passenger data, Schengen border code.	The <b>Law on Border Control</b> regarding API and PNR will be amended in 2025.  <b>Standard Operating Procedures and Handbook on PNR</b> will be developed and adopted in 2025.	API/ PNR Unit is staffed and equipped in 2025.  Personnel in API/ PNR Unit is trained in Handbook and <b>Standard Operating Procedures</b> on PNR in 2025.	National legislation relevant to border management, entry/ exit systems, communication of passenger data and Schengen Border Code is aligned and implemented in 2028.
<u>d)</u> Measures to fight corruption at the borders are in place and implemented effectively.		<b>Border Police officers</b> completed <b>trainings</b> on integrity and suppression of corruption at the borders, on Ethical Code, Rulebook for acting of Sector for Internal Control, Criminal	Anti – corruption measures at the borders are in place and effectively implemented by 2028.

		<p>Investigations and Professional Standards in the Ministry of Interior and other MoI documents on anti – corruption in 2023.</p> <p>Border Police officers on all border crossing points are equipped and use personal body – cameras in 2025.</p> <p>CCTV system of the Ministry of Interior at all border crossing points is upgraded in 2028.</p> <p>Effective implementation of the measures provided in Strategic Plan for the development of the Customs Administration (2022-2024), for the prevention of inappropriate and corruptive behaviour (2024).</p> <p>Effective implementation of a new video surveillance system integrated with a system for automatic recognition of registration plates and the introduction of a system of body cameras for customs officers at border</p>	
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		<p>crossings by 2024.</p> <p>Prevention of corruption and conflict of interests are improved until 2025 by:</p> <ul style="list-style-type: none"> <li>-the system of rotations</li> <li>- periodic redeployment of customs officials,</li> <li>- trainings on Ethics, integrity and the fight against corruption,</li> <li>-a campaign to prevent corruption and conflict of interests.</li> </ul>	
<p><b><u>VII.</u> COUNERFEITING OF THE EURO</b></p> <p>The country has adequate capacities to implement the common rules to protect the Euro and other currencies against counterfeiting</p>	<p>The <b>Criminal Code</b> in relation to criminal offences related to counterfeiting of money is adopted in 2024.</p> <p>Prepare legal basis for participation in the <b>Pericles IV programme</b> in 2024.</p>	<p>Human resources capacities and material and technical capacities of the <b>Central Office for Investigations</b> in the area of combating counterfeiting of money, including cooperation with OLAF and Europol, are strengthen and ensured by 2025.</p> <p>Upgrade <b>the technical equipment of the National Centre for Banknote and</b></p>	<p>Participate in the <b>Pericles IV programme</b> in 2024.</p> <p><b>Intensive cooperation with OLAF and Europol</b> is conducted continuously until 2028.</p>



		<p><b>Coins Analysis</b> until 2028.</p> <p><b>Campaigns to raise public awareness</b> among citizens and to emphasize the importance of checking the authenticity of banknotes and coins are organised continuously until 2028.</p>	
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