



# Newsletter

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July 2020

## Introduction

Even during July, as a result of the circumstances created by the pandemic COVID 19, the Academy of Justice has continued its designed activity in accordance with the measures and criteria set for the protection and prevention of the pandemic.

All training activities in both continuous and initial training program are carried out through the ZOOM platform.

In addition to the trainings, through this platform, were conducted a considerable part of the meetings with associates of the Academy were, which aimed cooperation and coordination in the implementation of the joint activities.

Furthermore, in this newsletter the following sections reflect the general activities for the benefit of the implementation of training programs, various meetings, activities for the benefit of training needs assessment as well as the activities carried out by the Continuous Training Program specified according to the topic of training, duration and its beneficiaries and activities from the Initial Training Program according to training sessions and modules.

In addition to the above activities, News letter also contains the announcement regarding the training courses realized in the distance learning platform.

## General activities

### **Inter-institutional cooperation and joint activities with donors and projects**

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In the endeavors of cooperation with the justice system institutions and with AJ allies and partners, Academy conducted meetings – in virtual and live forms – to discuss about activities of assistance for developing and implementing training programs.

The following meetings were conducted on respective matters:

AJ conducted meeting with Chairman of the KJC, in which they discussed about issuing certificates to the newly appointed judges, knowing that the applicable legislation does not regulate the certificate issuance, it only sets forth issuing an attestation for attendance of the initial training. It was also discussed about the possibility for decree of the 8th generation of newly appointed judges and the need for implementing the program in the most optimal time.

AJ and the IAK (Insurance Association of Kosovo) after several meetings and discussions have reached and signed a Memorandum of Understanding that aims to provide expertise, as well as regional and international expertise on implementation of the insurance legislation.

In the series of institutional cooperation AJ had a meeting with the Chamber of Mediators, discussing the possibility of cooperation for developing and organizing continuous trainings for mediators. It was agreed to sign a memorandum of understanding in the following months in order to formalize and enhance the cooperation between two institutions.

AJ also participated in the process of drafting the Rule of Law Sector Strategy in Kosovo. The meeting organized by the Ministry of Justice presented the compilation documents of policies and measures recommended by the working groups.

In the continuity of cooperation with the Ministry of Justice, the possibility of including free professions in the AJ trainings was also reviewed.

AJ also participated in the meeting organized by the by the National Democratic Institute supported by the Unites States Agency for International Development (USAID) and in cooperation with the Parliamentary Committee on Human Rights, Gender Equality, Missing Persons and petitions, that discussed on the topic of “Preparing responsible institutions for correct implementation of the Law on Child Protection”.

Within the cooperation with representatives of the US Embassy’s OPDAT conducted several virtual meetings in which they discussed priorities of AJ, like the ToT training as well as enhancement an empowering of the training program discussing the possibility to equip the AJ with a software for learning management.

Cooperation with the USAID Commercial Justice Activity, continued with reaching an agreement that determines the training curriculum for judges and other legal professionals on the commercial justice.

Following the meetings for program development and implementation is the virtual meeting with the representatives of the Council of Europe office of the JUFREX project which is already assisting AD in trainings related to freedom of expression.

In the framework of the cooperation with UNDP, a virtual meeting was held with representatives of this organization to discuss the training needs assessment plan in the field of anti-discrimination. Following the end of July, this plan was implemented, initially with a focus group meeting focusing on the Office for Good Governance, the Ombudsperson Institution and local media, which took place on July 27, 2020, and the second focus group with representatives of ministries. and municipalities (Office for Human Rights and Office for Gen-

der Equality) which took place on July 28, 2020. A focus group meeting of judges, prosecutors and judicial and prosecutorial administrative staff was agreed for August.

AD then participated in the meeting of the Steering Committee of the Council of Europe project "Strengthening Kosovo institutions in the fight against torture, degradation and other degrading treatment" and also in the HELP Conference which marked the 70th anniversary of ECHR.

## A Memorandum of Cooperation signed between the Academy of Justice and the Insurance Company

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On July 2, 2020, the Executive Director of AJ, Mr. Enver Fejzullahu together with Mrs. Luljtë Hetemi, Head of the Research and Publications Program, and Mrs. Melihate Rama, Head of



Continuous Training Program conducted a joint meeting with Mr. Sami Mazreku Executive Director of the Kosovo Insurance Company and Mr. Venhar Hana, Head of Legal Office and Administration at the Kosovo Insurance Company.

The purpose of this meeting was the cooperation of AJ and the Insurance Company in the interest of increasing the professional capacity

of judges and the judicial system in general in the field of insurance.

On this occasion, a Memorandum of Cooperation was signed between the two institutions to further strengthen inter-institutional cooperation in the field of training that focuses on addressing claims for compensation of damages arising from insurance contracts for all known insurance products as set by law.

During this meeting, besides the signing of the Memorandum of Cooperation between two parties, the process of training plans was discussed as well, in particular the findings of the Insurance Company regarding judicial practice in insurance cases and also the expertise they have in benefit of improving dispute resolution in this area.

At the end of the meeting, the interlocutors agreed to continue the coordination and mutual cooperation for the better functioning of the joint training activities.



## **HELP Conference - (E-CONFERENCE Network 2020), making the 70th anniversary of the ECHR at critical times, in Strasbourg, France**

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The Academy of Justice on 08-09 July 2020 participated in the (HELP) Conference which was organized as E-CONFERENCE 2020, to mark the "70th anniversary of the ECHR in critical times", in which participated the prosecutors and judicial trainers of the Academy of Justice. This conference is organized through the COUNCIL OF EUROPE PROGRAM FOR HUMAN RIGHTS EDUCATION FOR LEGAL PROFESSIONALS - IN STRASBOURG.

In this conference on the first day the following topics were addressed: HELP - Achievements in the past year, ECHR and ECtHR Entry Assistance Course as well as the Execution of Decisions, HELP Achievements: Geographical focus, Judicial training at critical time, Course Contributor to the MEDICRIME Convention, HELP and Bioethics, Freedom of Expression in COVID-19, Refugees and Migration, and HELP in the Context of Collaborative Activities.

Whereas on the second day, the following topics were addressed: "70 years of the European Convention on Human Rights - ECHR", HELP in further development in 2021 and beyond, Supplementary Session dedicated to HELP in Universities / Open Academic Network of Council of Europe (OCEAN), Academic Cooperation in the Field of Bioethics, Academic Cooperation on Anti-Corruption Activities, Q&A Sessions with Ambassadors and Conclusions.

Also in this conference were addressed the issues of the Council of Europe (EC) actions during the pandemic, the courses that have been prepared and held, the guidelines for the imple-

mentation of HELP courses. Whereas was emphasized that the EU is the main partner of the EC and that this partnership should be increased (these courses are intended to be held in other countries outside the EC).

The European HELP Fund has been unique from all members, there is cooperation with non-member countries, its interest is to operate beyond the Europe. Human rights modules have been adapted. The HELP program also contains diversity (the ECHR and its articles are dealt comprehensively by the HELP Program, new courses for judges, prosecutors, lawyers, doctors, young legal professionals. But the idea goes beyond the legal world). Judicial courses and trainings will also have the management of current crises after the pandemic situation. The basic goal is the implementation of the ECHR. The effect of these training courses has been measured directly and even more advanced courses will be launched in the future.

Of particular importance in this conference was the lecture of the President of the ECHR, Mr. Robert Spano, who emphasized: The cooperation of the ECHR as excellent with HELP. Whereas about the reform, he also emphasized that HELP has helped to understand the better implementation of the ECHR at the national level. The principle of implementing the rule of law without the ECHR is an empty boat he stated. Without independent judges there is no implementation of the ECHR, whereas the influence of politics in the independent judiciary is growing.

The ECHR and the EtCHR have aimed at creating a culture, the ECHR is a European culture that contains values such as: the rule of law, the independence and impartiality of the judge, human rights, and freedom of expression. The ECHR is important but in this time of pandemic it is even more important, because the ECtHR will be at the forefront of protecting the rights guaranteed by the ECHR. At the same time, the adoption of national laws and norms must be in accordance with the articles of the ECHR.

In the end of this conference it was tested that HELP and the scope of its projects justify the cost. Many requests addressed to HELP, the

competent stated that they will try to respond to all states and institutions. The clear message was that the EC should have greater transparency. An appropriate step is to continue working on the HELP model, including constructive criticism. Finally, it was agreed that each institution and subject to send its comments by the end of the year. This project will be completed by the end of the year. Acknowledgments were expressed to all HELP officials, professors from academies and member states and the team led by Ms. Eva. Pastrana, stating that the proposals that will be submitted will be welcomed.

## Publishing activity

### Meeting of the AJ Editorial Board

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July 1st 2020, Academy of Justice's editorial board held its following meeting at the AJ premises.



Purpose of this meeting was summary of the assessment forms for the research work of the newly appointed judges of the ITP 7th generation.

During the meeting, the editorial board discussed on the judge's papers and the assessment criteria according to the assessment form that derives from the Initial Training Regulation.

Particular attention was paid to the assessment criteria determined by the form, in which case they had remarks pertaining to the responsibility for assessment, which according to this board has its deficiencies. Also, it was discussed about the possibility to provide a training on preparing research paper works, which would contribute to improvement of the paper quality submitted for the "Justicia" magazine.

At the end of this meeting it was agreed that the assessment for the 37 newly appointed judges is completed by July 3rd, and the reports from these assessments to be enclosed to the files for completion of the Initial Training Program.

This meeting was attended by members of the Editorial Board, Executive Director, the Head of the Research and Publications, as well as Head of the Initial Training Program of the Academy of Justice.



## Training needs assessment

### Activities carried out for the training needs assessment

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The Academy of Justice, in order to increase the capacity of judges, prosecutors and judicial and prosecutorial administrative staff, has built and developed training needs assessment mechanisms by clearly defining them in its internal documents.

In the Action Plan for the Design of the Training Program for 2021, it has listed the mechanisms by defining the actions, deadlines and the responsible staff in this process.

Based on this plan, the PRP Department together with the responsible staff of the Academy is engaged in collecting information from various mechanisms (sources) identifying difficulties in

court practice and the most challenging issues in the justice process.

During July, data from the evaluation forms were collected and processed after each training session held during 2020, and training questionnaires were also sent to the courts and prosecution offices.

In continuation of the training needs assessment, AJ in cooperation with UNDP has held meetings with judges and prosecutors as well as other officials dealing with the protection of human rights aiming to identify training needs in terms of protection against discrimination.

### Meeting with UNDP representatives

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On July 7, 2020, the Executive Director of the Academy of Justice together with the Head of the Continuous Training Program and the Research and Publication Program conducted a virtual meeting through the ZOOM platform with the UNDP representatives.

The purpose of this meeting was to discuss further steps in developing an anti-discrimination training needs assessment, a program that will be supported by the UNDP project.

On the occasion of this meeting, the consultant contracted by UNDP presented a concept paper on analysis and the current situation regarding the local legal framework that includes anti-discrimination, starting with the Constitution of Kosovo, the Constitutional Court, the Law on Discrimination, followed by the international aspect as the EU, the European Convention on

Human Rights and Freedoms, then other domestic mechanisms that have been set up to protect against discrimination with particular emphasis on the Ombudsperson and the Agency for Gender Equality.

The analysis of the legislation also included criminal legislation focusing on hate crimes and civil law, namely the law on contentious procedure, highlighting the key points and challenges in the application of the law in the field of anti-discrimination.

In the end it was agreed to design a questionnaire which will contribute to the needs assessment. Conduct meetings with the focal groups that according to the plan will be held at the beginning of August, with participants up to 12 people and within the focal group to include judges from all levels, prosecutors and professional associates.

## Meeting of the working group in the area of discrimination and gender equality

July 27 2020, Academy of Justice in cooperation with UNDP, in its efforts for preparing the working program for 2021 that is responsive to training needs in the area of discrimination, conducted the meeting with the first working group whose members represent the office of good governance, officials from the ombudsman office, civil society and the media.

This meeting started with presentation of the national and international legal framework on discrimination, and challenges and practical issues in implementing this legislation, with particular emphasis on the Law on discrimination and the Law on gender equality in Kosovo.

Discussions presented problems that occur on respective institutions in the fight against discrimination, challenges of the most endangered groups like: children, persons with limited abilities, etc. It was also discussed about the gaps in the Law for protection against discrimination and its compliance with the EU Directives and the European Convention on Human rights.

One of the main recommendations was that the



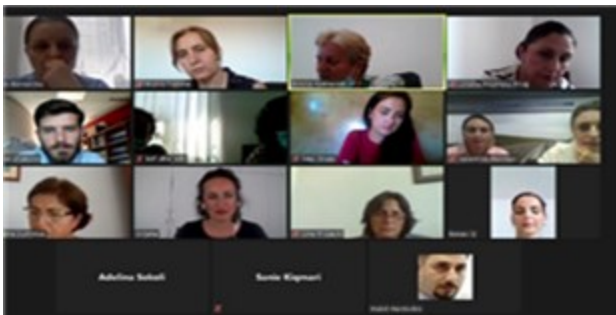
future trainings focus on the practical part of combating discrimination, so with practical cases in the field, review of the Istanbul Convention, as well as cases of re-victimization.

Meetings are expected to take place with two more working groups, that will include members of the ministries and municipalities, targeting gender equality officers and human rights officers, as well as judges, prosecutors and professional associates, in order to consume all sources of information and stakeholders that work in this area.



## Meeting with representatives of the ministries and municipalities for needs assessment and the training program in the discrimination area

July 28th 2020, Academy of Justice in cooperation with UNDP, in its efforts for designing the training program of 2021 compliant with the training needs on the discrimination area, conducted its following meeting online through Zoom platform, with the second target group that consisted of representatives from ministries and municipalities - respective departments and units



that deal with human rights and gender equality. This meeting focused on a summary that included the national and international legal framework, and institutional mechanisms for protection against discrimination, as well as challenges and practical issues for implementation of this legislation, with particular emphasis on the Law on discrimination and the Law on gender equality in Kosovo.

During discussions, the participant outlined the problems that the ministries and municipalities

face, with emphasis on the human rights officers and gender equality officers in fighting discrimination, highlighting violation of the rights of farmers, children, elderly people and of other vulnerable groups. Also, it was discussed about the gaps in the Law for protection against discrimination, and compliance of this law with the EU Directives and with the European Convention on Human Rights.

From this meeting, the group came with recommendations for strengthening capacities of the officers that work in this area, in order to be more efficient and more functional in protection from discrimination. It was further requested that the training needs assessment form and the training curriculum is filled and sent on this topic based on the most frequent cases of discrimination that they face in practice.

In the series of meetings for the training needs assessment and development of the training curriculum for protection against discrimination, the next meeting is expected to take place with the group of judges, prosecutors and professional associates, in order to consume all sources of information and stakeholders that are active in this area.



## Activities from Initial Training Program (ITP)

### Initial Training program activities for the newly appointed prosecutors

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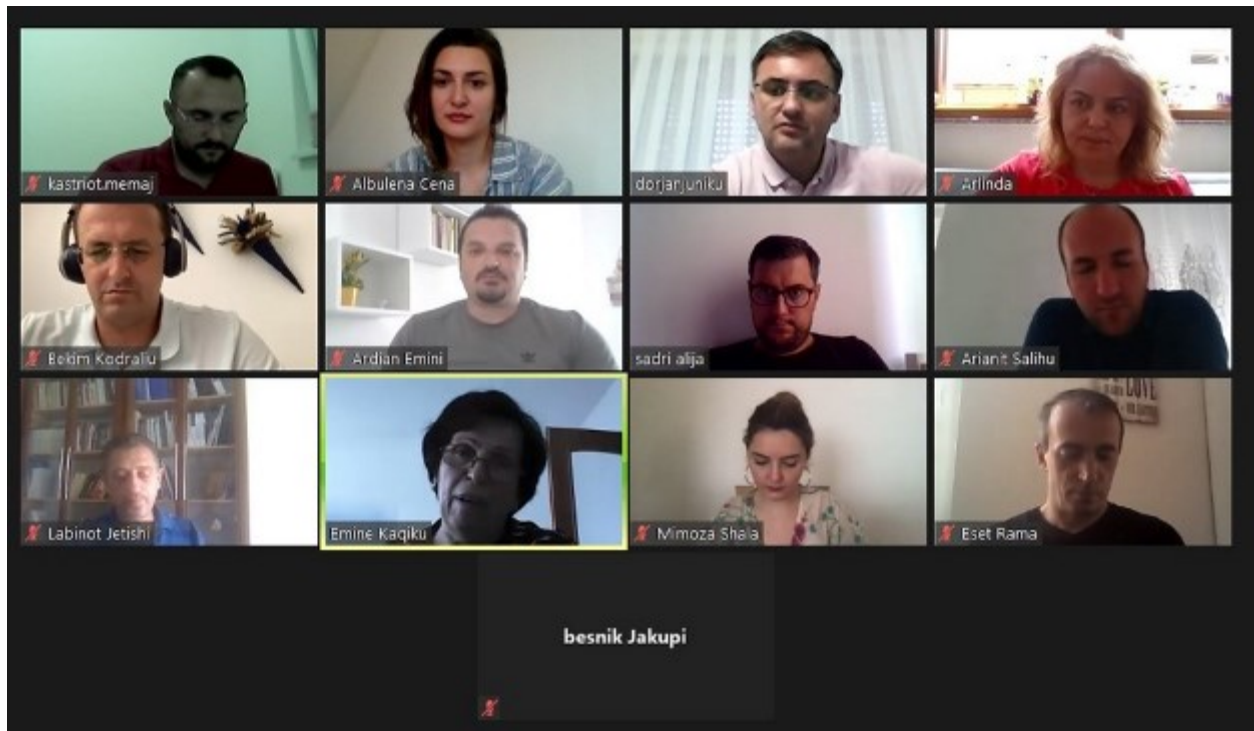
During July, the newly appointed prosecutors continued with the implementation of theoretical training. This training was conducted in a virtual form through the online platform "Zoom". According to the training calendar from the module: "Legislation and additional skills" and the module: "National and international legal order" five (5) training sessions were conducted, in which case the theoretical sessions for this module were concluded.

Within the sub-module: "Investigation of cross-border crime" was conducted one (1) training session where the newly appointed prosecutors treated: the factors of occurrence of cross-border crime, ways and prevention of cross-border crime investigation.

From the sub-module: "ECHR" prosecutors conducted two (2) training sessions where participants had the opportunity to break down the provisions of Article 13 of the ECHR relating to the prohibition of discrimination and Protocol 12 of the ECHR and discrimination.

On July 27 and 28, 2020, the newly appointed Prosecutors of this generation held the final test. Regarding the sessions from the practical training, during this month, as foreseen by the training program, 12 days were conducted.

The initial training was attended by 12 newly appointed prosecutors of generation (VIII).



## Final exam for the newly appointed prosecutors (generation eight) 2019-2020

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July 27-18 2010, Academy of Justice based on the Initial Training Program and the requirements deriving from this program upon completion of the training modules, the newly appointed prosecutors undertook the final exam pursuant to Regulation on the Initial Training.

Final exam is conducted in two parts for the following five modules: “The national and international legal order”; “Personal and inter-personal skills”; “Criminal Code”; “Criminal Procedure Code” and the “Legislation and additional skills”.

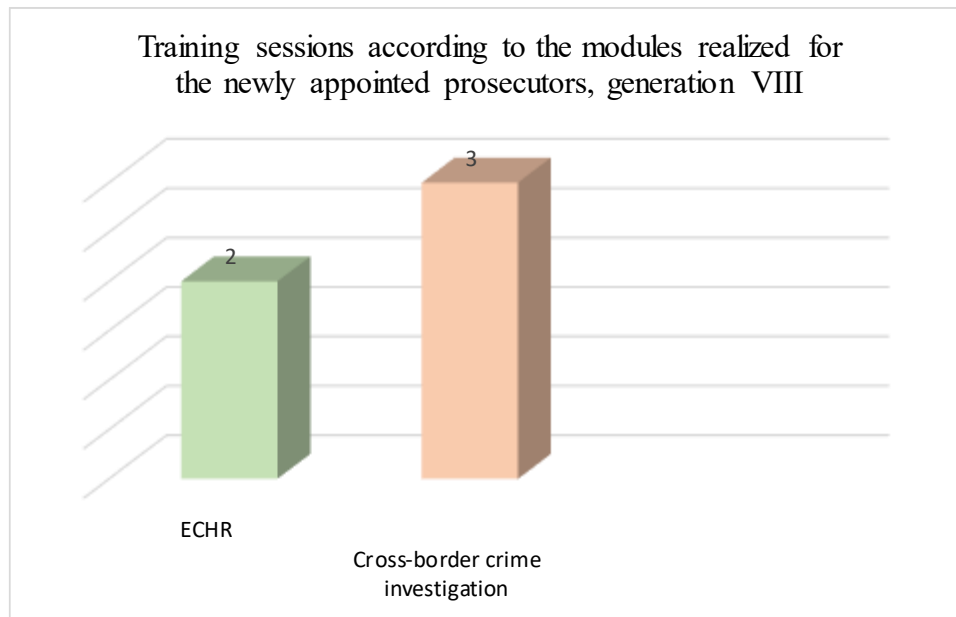
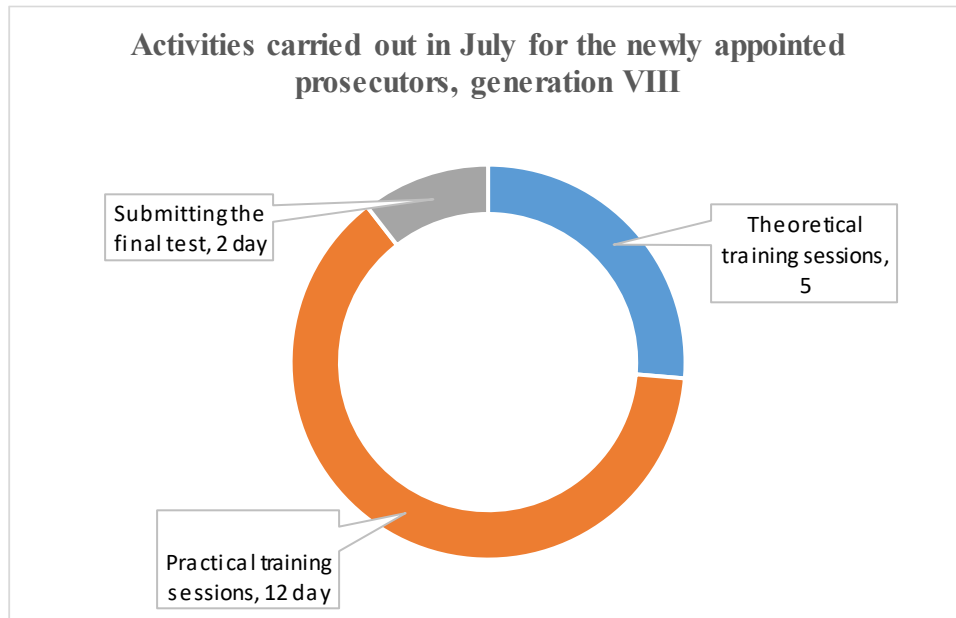
On the first day, the prosecutors undertook the

test from the module on the National and International Legal Order, and the “Criminal Code”; whereas on the second day, the test was conducted on the module on “Criminal Procedure Code”, “Personal and inter-personal skills”, and other areas as in the module on “Legislation and additional skills”.

The examination process of the newly appointed prosecutors was monitored by the Head of the Initial Training Program Mrs. Valmira Peqeli and the AJ staff.



## Activities carried out in ITP presented through graphs



## Activities from Continuous Training Program (CTP)

### Training: Interrogation of the injured party in cases of criminal offenses against sexual integrity

On July 1 and 2, 2020, the Academy of Justice, within the Continuous Training Program, conducted a training on "Interrogation of the injured party in cases of criminal offenses against sexual integrity."

The purpose of this training was to advance professional knowledge of the participants on the legal provisions regarding cases when children are victims of the criminal offense against sexual integrity.

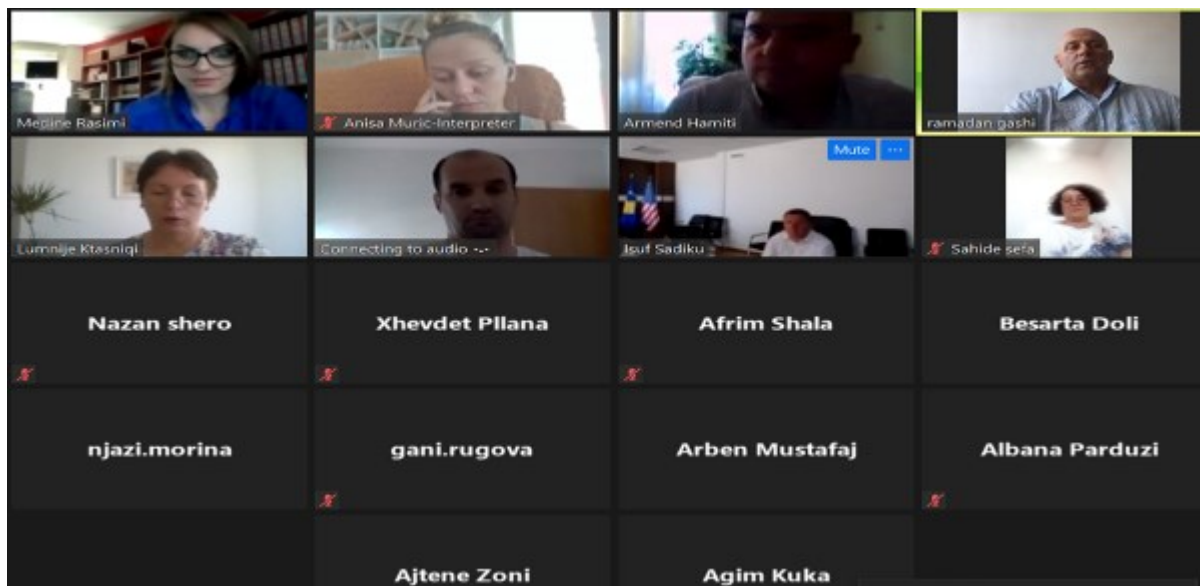
During this virtual training on the Zoom platform, the trainers addressed general principles that must be respected when dealing with the child victim as a result of the criminal offense against sexual integrity with special emphasis on interrogation, techniques and tactics. The following were treated the procedural actions to be taken when dealing with the child victim and the support that should be provided to the child

victims according to legal provisions and international acts by all state bodies.

During this training it was emphasized that child victims of criminal offenses need special protection, assistance and support that is appropriate to their age, maturity and special individual needs, in order to prevent further re-victimization as a result of participation in the criminal justice process.

The training methodology is based on interactive discussions, elaborating on various cases from court practice.

Beneficiaries of this training were: Judge from the Court of Appeal, judges and prosecutors from the Basic level from all regions of Kosovo.



## Training: Judicial protection in labor disputes according to the Labor Law

On 08-09 July 2020, the Academy of Justice within the CPT organized the training on: "Judicial protection in labor disputes according to the Labor Law". In the circumstances created by the COVID 19 pandemic, this training was also held virtually through the electronic Zoom platform. The training took place live / for two days, day I on 08.07.2020 from 13: 00-15: 30 and day II on 09.07.2020 from 13: 00-15: 30.

The purpose of this training was to advance the knowledge of participants regarding employment disputes according to the labor legislation in force in the Republic of Kosovo.

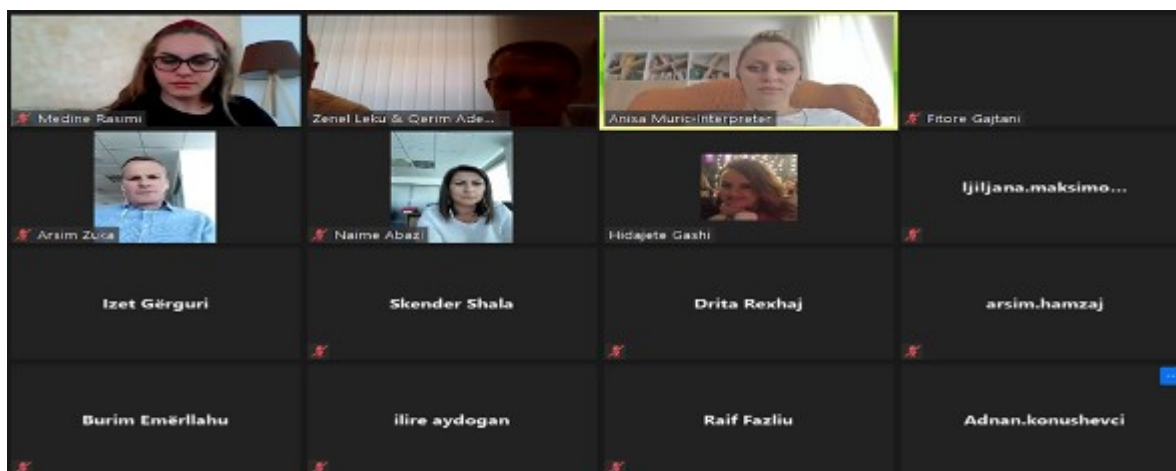
The following topics were addressed in both training days: Employment contracts and their types, labor relation disputes under labor law, court proceedings for protection of labor rights and respect of deadlines for seeking judicial protection.

During this training was emphasized that the Labor Law regulates the rights and obligations between the employer and the employee, both in the private and public sector in the Republic of Kosovo, as well as for employees and employers, whose employment is regulated by a

special law, unless the special law provides solutions to certain labor issues.

The reasons for termination of the employment contract, the court procedure that takes place in labor disputes according to the Labor Law, the types of court decisions taken in labor disputes, the differences between civil service disputes and other disputes from the employment relationship were also highlighted, including the internal procedures that civil servants must use before seeking judicial protection, the right to seek judicial protection, competence, deadlines, legal consequences in case of non-compliance with the deadlines to seek judicial protection under applicable law in disputes of labor, legal remedies, etc.

During this training, combined methods of explanation were used, including theoretical and practical explanations, followed by examples from court practice and discussions on how to make a meritorious decision in concrete cases. Beneficiaries in this training were Judges of the Court of Appeals, basic courts and state attorneys





## Training: Bankruptcy

On July 9-10, 2020, the Academy of Justice within CPT and in cooperation with the IFC / World Bank Group project organized a training on "Bankruptcy". This training was held virtually live for two days through the electronic platform Zoom, Day I on 09.07.2020 from 13: 00-17: 30 and day II on 10.07.2020 from 13: 00-17: 30.

The purpose of this training was to increase professional expertise of judges and establish case law in accordance with international standards including experiences and best practices of countries in the region implementing international instruments governing this field.

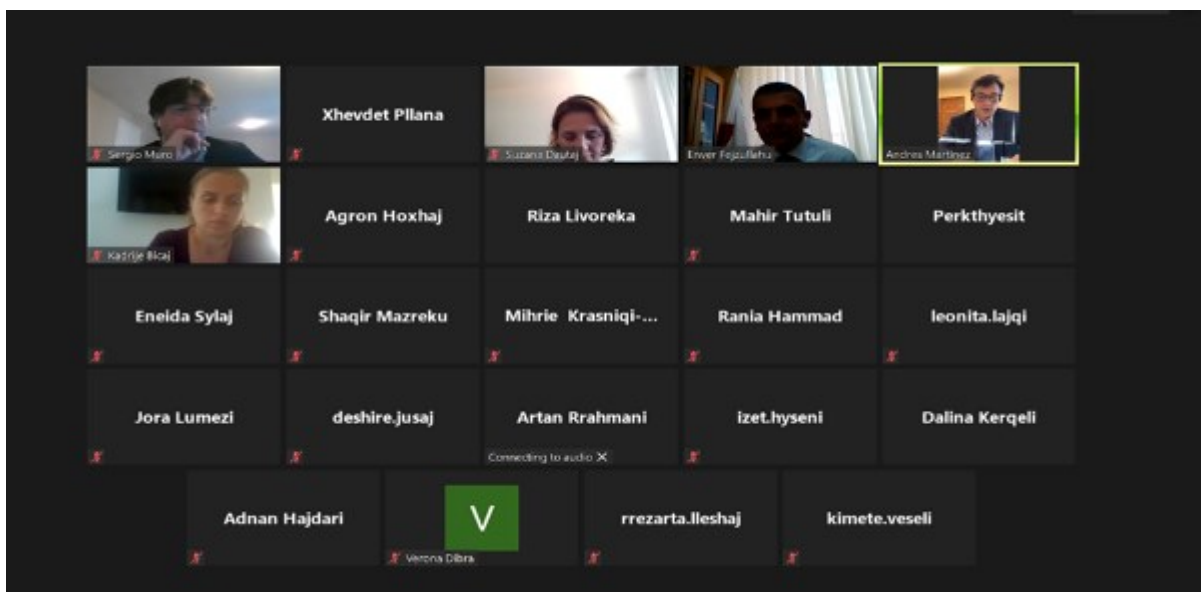
The following two topics were covered in the two days of training: Financial deterioration and insolvency, World Bank principles and international standards, overview of the Bankruptcy Law in Kosovo, COVID-19 and bankruptcy, rescue of valuable firms, the role of the court in the Bankruptcy Law in Kosovo as well as the role of administrator in the Bankruptcy Law in Kosovo.

In the training it was emphasized that the Bankruptcy Law regulates the liquidation and reorganization procedures of all business companies, including individual businesses, general partnerships, and limited partnerships, limited liability companies or joint stock companies.

The specifics of opening a bankruptcy case, legal procedures, deadlines and court decisions were also emphasized, with special emphasis on creditors' claims, ways of filing, deadlines and claim priorities.

During this training, local and international trainers used combined methods of explanation, including theoretical and practical explanations, followed by examples from court practice and discussions on how to decide on the merits of specific cases.

Beneficiaries of this training were: Judges from Basic and Appeal level, Prosecutors from Basic level, Professional Associates, Legal Officers and Free Legal Aid Officers.



## Specialized training program: Organized Crime and Corruption – Session II

July 13-14 2020, Academy of Justice, within its Specialized training programs organized the following session on “Organized Crime and Corruption – Session II”.

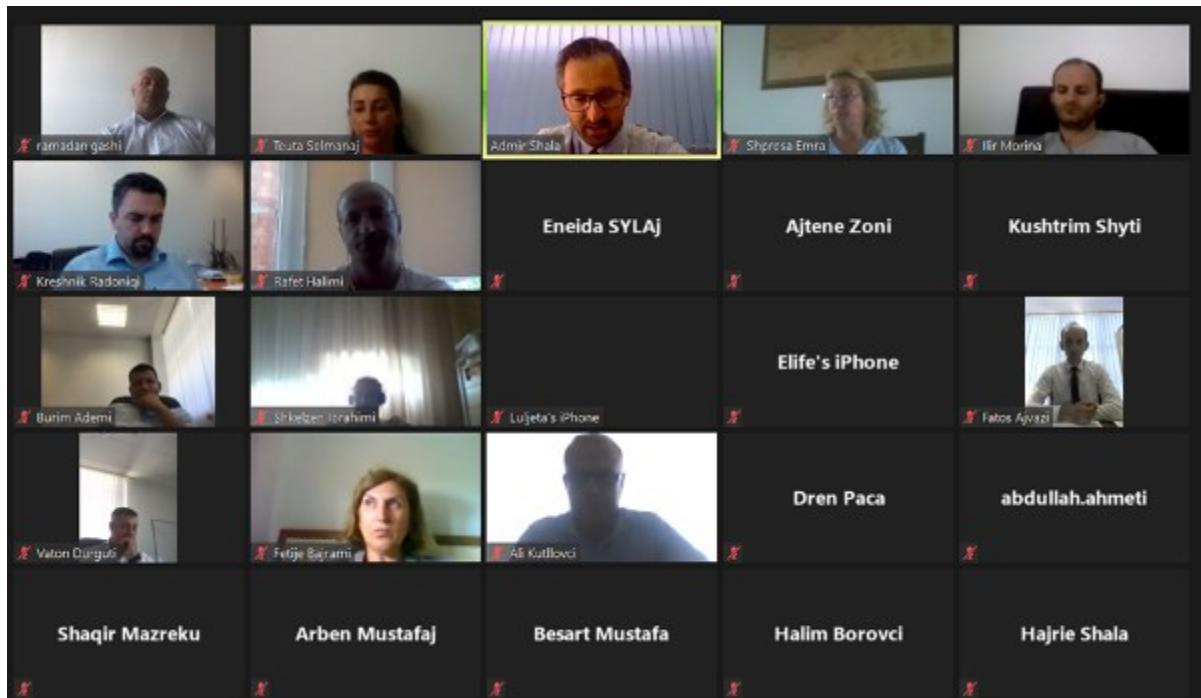
Purpose of this training was increase of professional capacities of judges, prosecutors and other beneficiaries on the forms of organized crime and other crimes relating to corruption, as well as correct form of applying the procedures and provisions of this area.

During this training, that was held online on the Zoom platform, it was elaborated on organized crime and related crimes, as well as corruption according to the applicable legislation, consequences of corruption and forms of cooperation and cooperation between the institutions mandated to fight corruption. Also, the training

elaborated on the national and international instruments for fighting corruptions, dilemmas and difficulties of proving crimes of corruptive nature, as well as measures for preventing and exposure to official corruption. The training continued covering also the investigation and ensuring evidence in cases of organized crime, investigation and ensuring evidence in corruption cases.

The training was held in form of interactive discussion and practical cases, where the participants could present their challenges and practical difficulties.

Beneficiaries of this training were judges, prosecutors of the Appeals instance, and of the basic instance from different regions of Kosovo.



## Training: Trafficking in human beings and migrant smuggling

July 15-16 2020, Academy of Justice within its Continuous Training Program (CTP) organized training on “Trafficking in human beings and migrant smuggling” this meeting was held online in the Zoom Pro platform, and was conducted in two days: 1st day on 15-07.2020 from 13:00-15:30 hrs; and on 16.07.2020 from 13:00-15:30 hrs.

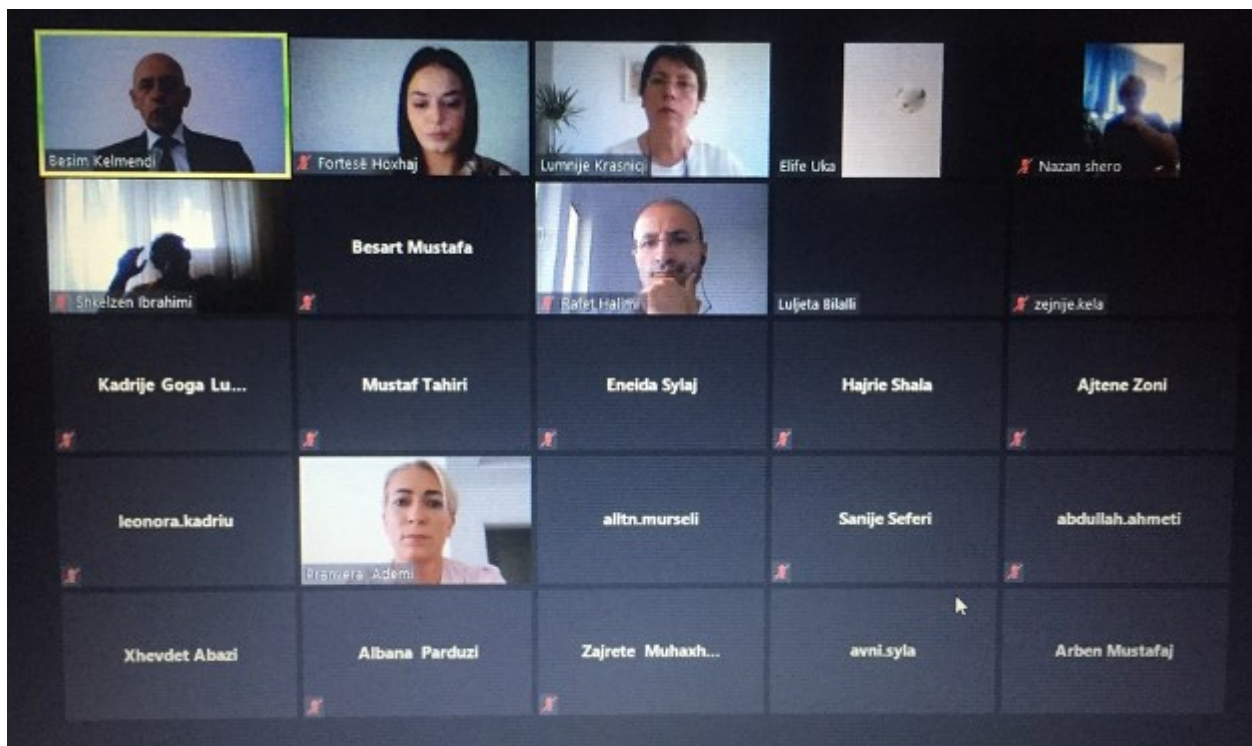
Purpose of this meeting was to extend the judges and prosecutors knowledge on correct application of the legislation related to trafficking in human beings and identification of elements of the crimes of trafficking in human beings.

This training elaborated on the meaning and elements of the trafficking in human beings, crimes related to trafficking in human beings, the rights of victims of trafficking during crimi-

nal procedure. Particular emphasis was put on protection and assisting victims of trafficking, strengthening of cooperation and coordination between main stakeholders, as well as compensation of the victims of human trafficking.

This training used combined methods of explanation, including theory and practice, followed by practical examples from the court case law, and discussions on merit based discussions on concrete cases.

Beneficiaries of this training were judges and prosecutors of the appeals and basic instance.



## Specialized Program: Cybercrime, Electronic Evidence- Session II

On July 28-29, 2020, the Academy Justice, within the Continuous Training Program (CTP) conducted the second training session on: "Cybercrime, electronic evidence".

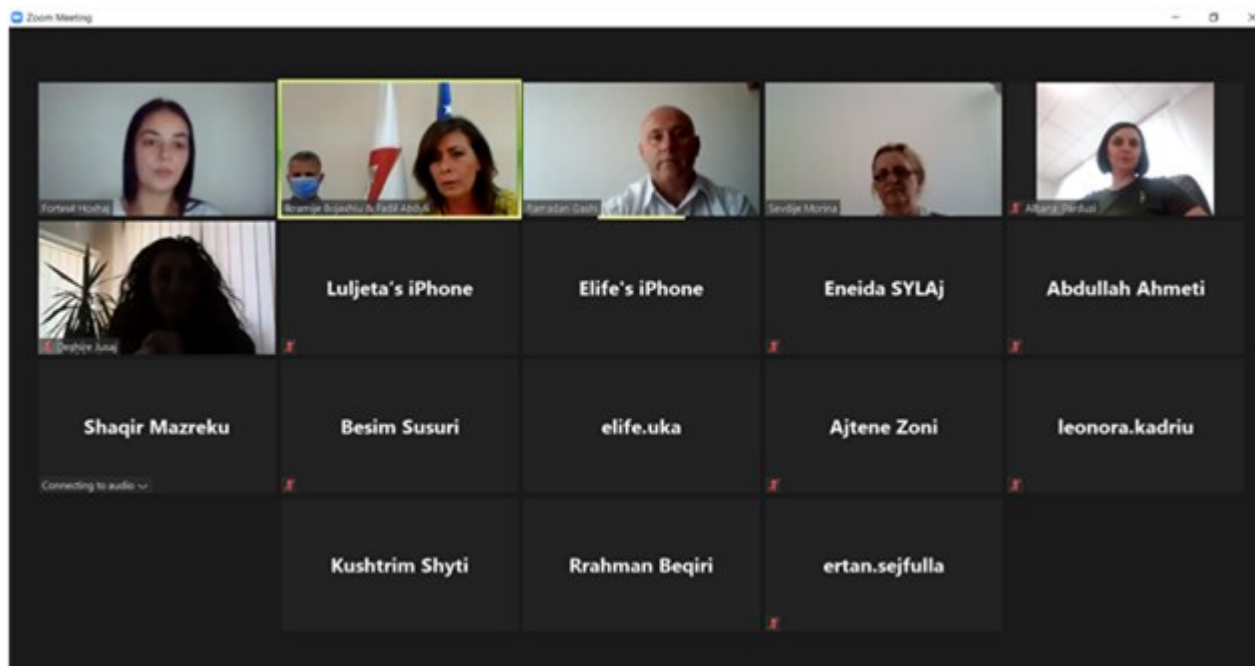
The purpose of this training was to advance professional knowledge of judges, prosecutors and other beneficiaries in understanding the nature and evidential implications of cybercrime cases and the control, seizure and confiscation of online crime proceeds, as well as available legal instruments and the approach to international cooperation.

During this On-line training on the Zoom platform, the Budapest Convention on Cybercrime and other international acts were addressed, including domestic legal provisions sanctioning cybercrime. Whereas, main attention was paid to electronic evidence and cybercrime proceeds

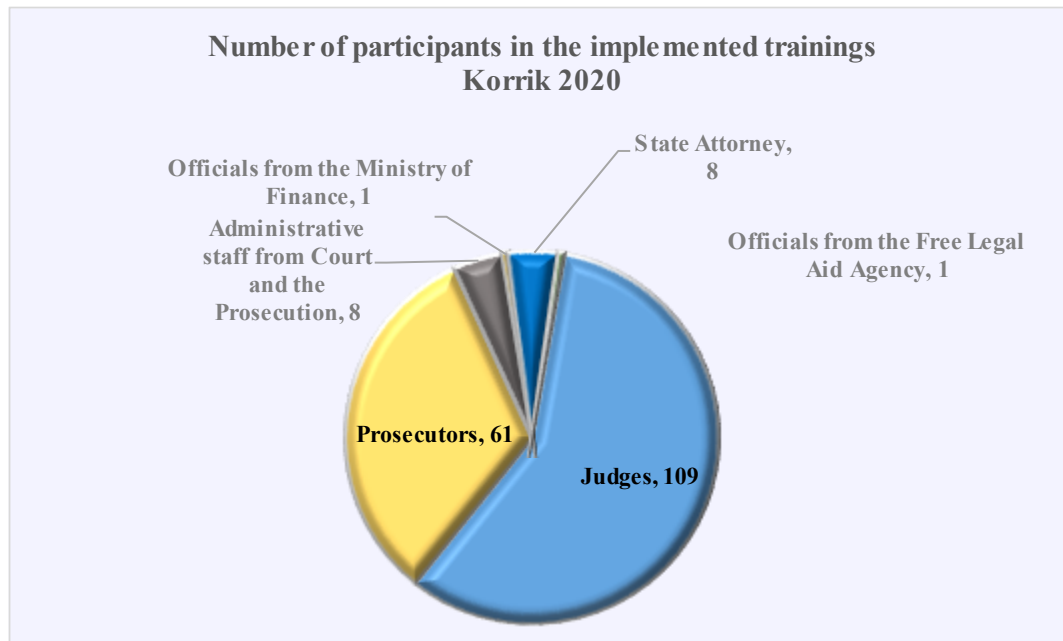
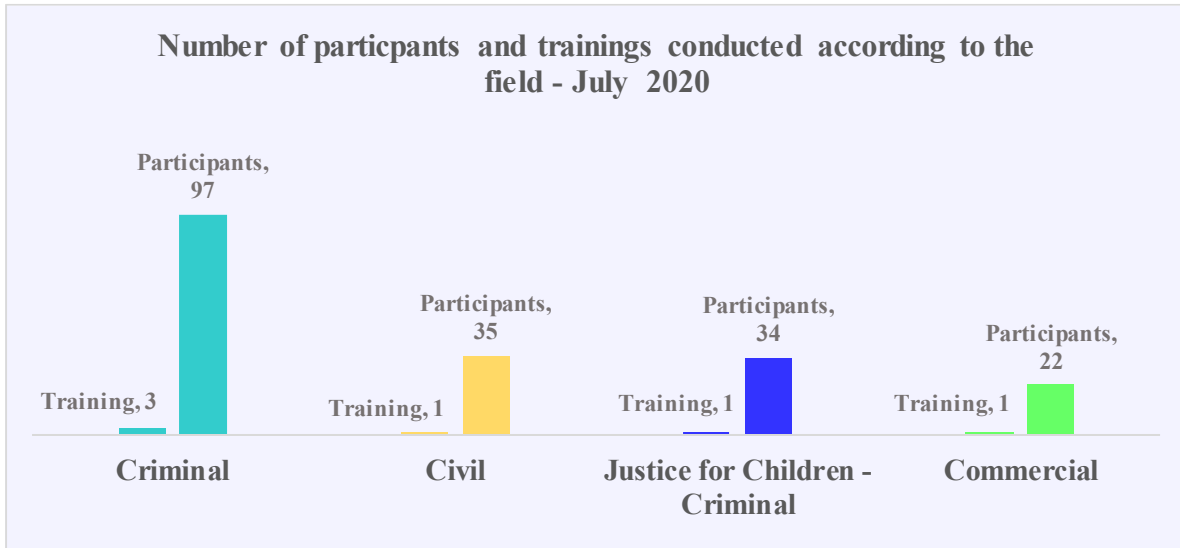
which are complex whereas, in order to and to be successful it is requires a cooperation of all relevant domestic and international institutions, as well as experts in relevant fields to investigate and sentence these crimes which are increasing every day.

The training took place in the form of interactive discussions, where participants had the opportunity to present the challenges and difficulties faced in practice.

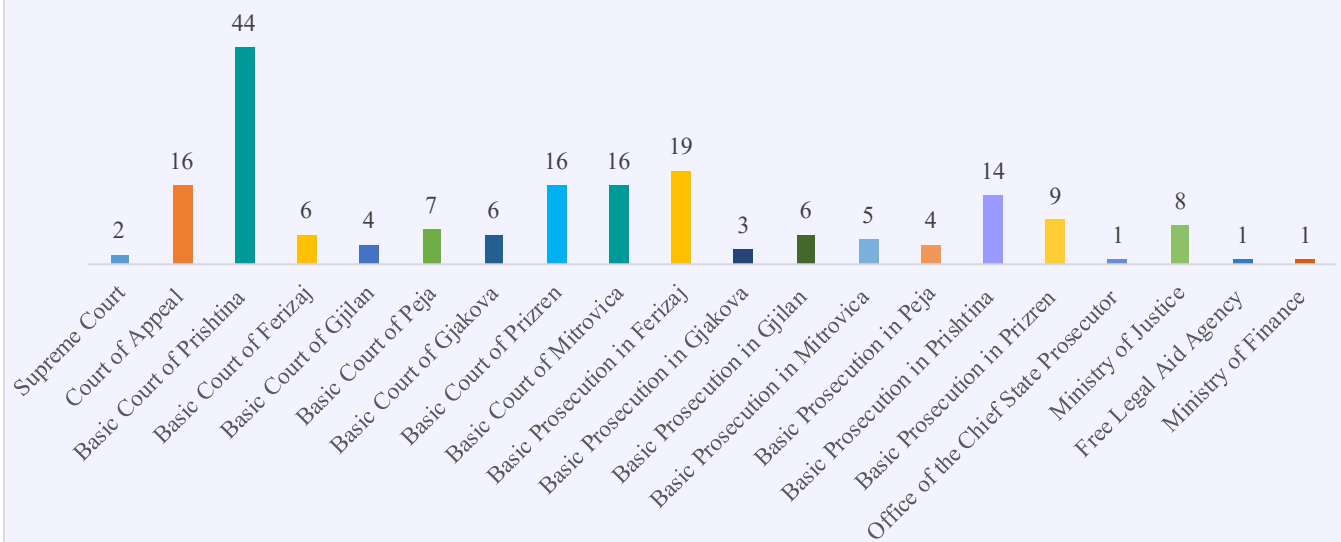
Beneficiaries of this training were judges from the Appeal and Basic level, prosecutors from the Chief State Prosecutor Office and basic instance prosecutors.



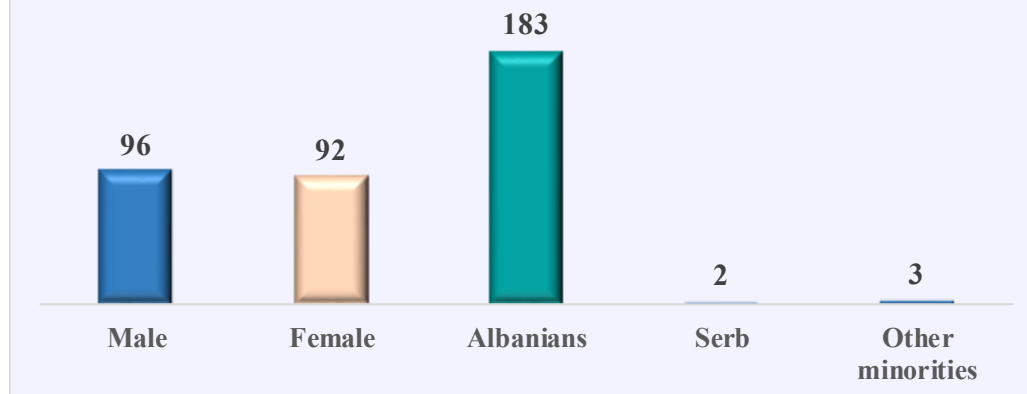
**Attendance at trainings on PTV presented through graphs**



## Number of participants in trainings based on Institutions - July 2020



## Participation by gender and ethnicity July 2020



## E-learning platform, July 2020

During July the distance learning platform continued to be opened for the interested participants (judges, prosecutors, administrative staff of courts and prosecution offices and for law students) with no time limitation.

This platform includes 18 online accessible courses, 8 of which are available also in Serbian language.

July 20 2020, according to regulation of the Ko-

sovo Judicial Council (No. 06/2019) on amendment and supplementation of Regulation (No. 06/2017) the online mandatory course on “Professional Ethics” has been launched for judges of the republic of Kosovo.

For details please see the tables below which layout the attendance and progress in attending the courses according to topics in this platform.

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>(Professional ethics) Procedure and disciplinary liability (Albanian)</i>	93	62%	30	20%	27	18%
<i>Professional ethics I</i>	99	66%	39	26%	12	8%
<i>Professional ethics II</i>	113	75%	13	9%	24	16%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>(Professional ethics) Procedure and disciplinary liability (Serbian)</i>	10	7%	16	11%	124	83%
<i>Professional ethics I (Srb.)</i>	11	7%	54	36%	85	57%
<i>Professional ethics II (Srb.)</i>	11	7%	33	22%	106	71%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Diversion measures</i>	3	3%	8	8%	89	89%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Effective management</i>	3	18%	12	71%	2	12%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Justice for children – Civil aspect</i>	16	16%	19	19%	65	65%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Justice for children – Criminal aspect</i>	10	10%	15	15%	75	75%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Investigation and detection of corruption</i>	11	11%	10	10%	79	79%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Corruption according to national and international legislation</i>	7	7%	7	7%	86	86%
Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Court management</i>	13	13%	6	6%	81	81%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Leadership</i>	11	11%	9	9%	80	80%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Copyright and legal protection (Albanian)</i>	8	8%	18	18%	74	74%
<i>Copyright and legal protection (Serbian)</i>	2	22%	3	33%	4	44%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Phases of indictment and pleading of guilt (Albanian)</i>	19	19%	14	14%	67	67%
<i>Phases of indictment and pleading of guilt (Serbian)</i>	2	22%	3	33%	4	44%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Stress management (Albanian)</i>	36	36%	18	18%	46	46%
<i>Stress management (Serbian)</i>	6	67%	3	33%	0	0%



Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Social communication skills (Albanian)</i>	8	8%	8	8%	84	84%
<i>Social communication skills (Serbian)</i>	2	22%	3	33%	4	44%

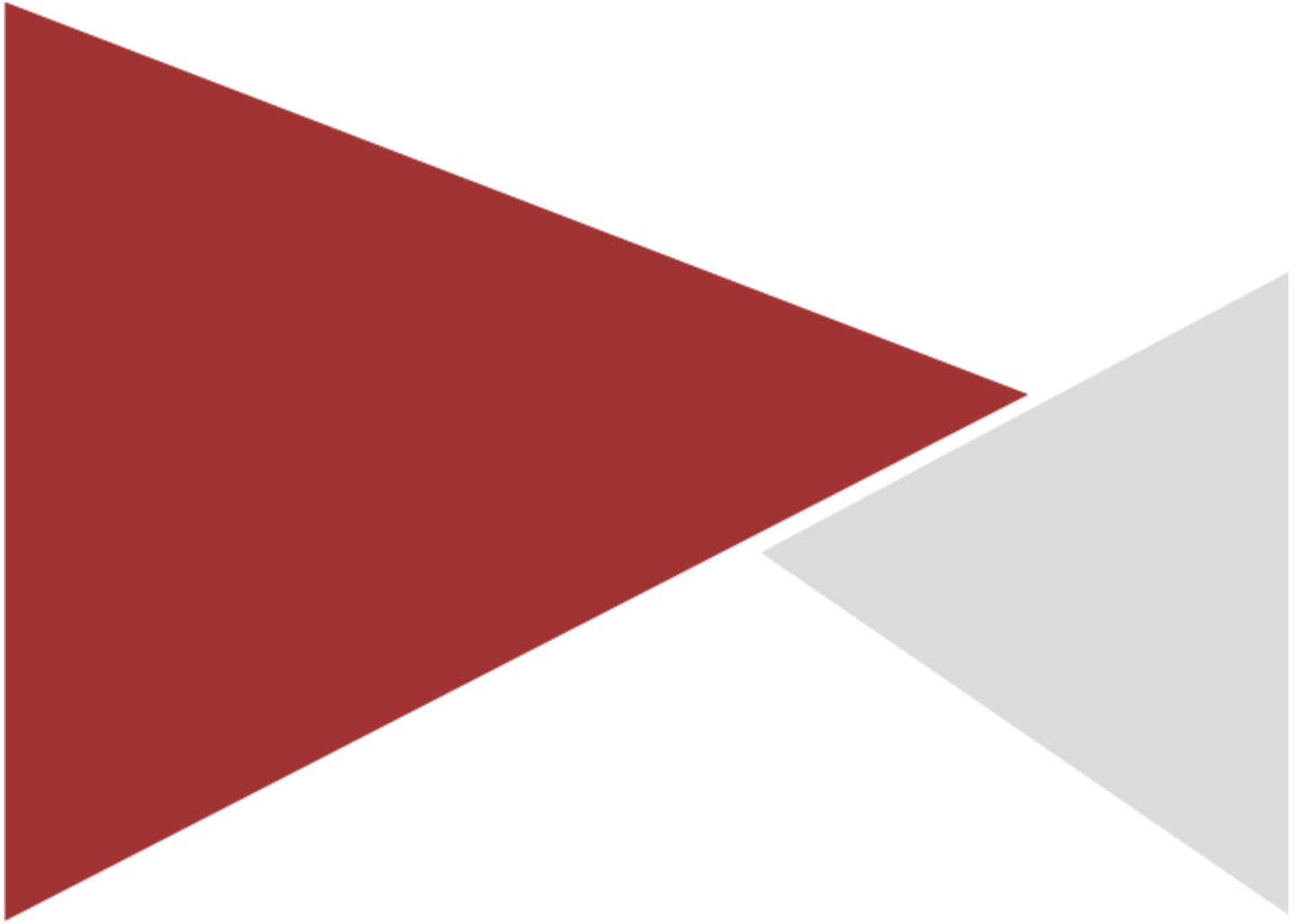
Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Training on implementing tax legislation in Kosovo (Albanian)</i>	7	7%	6	6%	87	87%
<i>Training on implementing tax legislation in Kosovo (Serbian)</i>	1	11%	3	33%	56	56%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Communication and public relations (Albanian)</i>	12	12%	35	35%	53	53%
<i>Communication and public relations (Serbian)</i>	1	11%	4	44%	4	44%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Legal English</i>	37	37%	21	21%	42	42%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Information technology</i>	31	31%	12	12%	57	57%

Name of the course	Completion of the course	Percentage	In progress	Percentage	Did not commence at all	Percentage
<i>Domestic violence (Albanian)</i>	0	0%	10	77%	3	23%
<i>Domestic violence (Serbian)</i>	0	0%	3	23%	10	77%



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