



ANNUAL REPORT 2017

Prishtina, 2018



Annual Report

2017

Prishtina, 2018

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ACRONYMS

AELK	– Association of Electronic Libraries of Kosovo
AJ	– Academy of Justice
CPA	– Central Procurement Agency
DAF	– Department of Administration and Finance
EIFL	– Electronic Information for Libraries
ENM	– L'École Nationale de la Magistrature
GIZ	– Deutsche Gesellschaft fuer Internationale Zusammenarbeit
ECtHR	– European Court of Human Rights
KJI	– Kosovo Judicial Institute
ILIAS	– Integriertes Lern – Informations - und Arbeitskooperations-System
JJC	– Juvenile Justice Code
ECHR	– European Convention on Human Rights
KJC	– Kosovo Judicial Council
KPC	– Kosovo Prosecutorial Council
IOBCSK	– Independent Oversight Board for Civil Service of Kosovo
CPCK	– Criminal Procedure Code of Kosovo
LOR	– Law on Obligational Relationships
OSCE	– Organization for Security and Cooperation in Europe
RPP	– Research and Publications Program
ITP	– Initial Training Program
CTP	– Continuous Training Program
SIMFK (KISFM)	– Kosovo Information System for Financial Management
TAIEX	– Technical Assistance and Information Exchange Instrument
IT	– Information Technology
USAID	– United States Agency for International Development
NAO	– National Audit Office

Introduction

It is a pleasure to present the activities and other important developments of the Academy of Justice during 2017.

This year's particularity was entrance into force of the Law on Academy of Justice on February 24th 2017, that transforms the Kosovo Judicial Institute into Academy of Justice. The transformation process was followed with series of steps like in constitution of new bodies, issuance of normative acts as set forth in the Law on Academy of Justice, and undertaking other activities that relate to functionalizing the institution in general.

Pursuant to the mandate granted by the Law on Academy of Justice and in other bylaws, the working program and the training program for 2017, all Academy's activities were oriented in targeting capacity development of judges, prosecutors and administrative staff of courts and prosecutions, through trainings and provision of sources and other legal materials.

Within the Continuous Training Program (CTP), trainings of both material and procedural aspects were conducted, and they were attended by judges and prosecutors from all departments. This year it was continued with specialized trainings in the areas of organized crime like the cybercrime, money laundering, and public procurement. CTP also paid particular attention to trainings dedicated for the administrative staff of the judicial and prosecutorial system, conducting trainings for the following categories and developing the process of the training needs assessment for 2018, considering that trainings for this category are already a mandate that derives from the Law on the Academy of Justice.

The Initial Training Program (ITP) provided theoretical and practical trainings according to the curriculum of this program for the newly appointed prosecutors of the 6th generation, and at the same time made preparations – that include drafting and publication of the program for newly appointed judges of the 6th generation that started implementation in September this year.

The Research and Publications Program (RPP) carried out a research on the Appeals Court case law for cases that are turned to retrial, particularly cases of the civil, administrative and commercial nature in the first instance courts. The Academy's library continued to serve the judges, prosecutors and other professionals.

The report contains activities conducted with international partners that in different forms continued supporting the Academy, through different training programs, expertise and exchange programs as well.

This report covers also the manifold activities taking place within the Department of Administration and Finance, that were conducted in support to accomplishment of the Academy's mandate.

At the conclusion, I would like to emphasize that despite the transformation process, the Academy managed to meet the legal mandate showing high dedication by the staff of the Academy, therefore on behalf of the AJ Managing Board I express gratitude to all beneficiaries, the judicial and prosecutorial system beneficiaries, local institutions, international organizations, partners, donors and friends of the AJ, for the support and contribution provided in these efforts, without whose support the results achieved this year wouldn't have been in the height presented in this report.

Sincerely,

Aleksandër Lumezi

President of the Managing Board

1. Executive summary

Law No. 05/L-095 on the Academy of Justice (AJ) establishes the Academy as an independent public institution, which main functions are the following: developing training program and organizing trainings for judges and state prosecutors, administrative staff of the judiciary and prosecution, training for state attorneys, lawyers and other free professions, conducting the training needs assessment process, performs analysis, research and cooperates with scientific institutions, performs publishing activities for the needs of the judicial and prosecutorial system and of free professions, as well as performs other work set forth by law and by other bylaws of the Academy.

Academy organizes trainings with professional standards and effective methods for capacity increase of the judicial and prosecutorial system in Kosovo, including the area of publications and research that focus in the legal mandate and beneficiaries that is set forth by law.

Currently AJ realizes legal functions based on its three main programs that operate within the Program Department: Continuous Training Program, Initial Training Program and the Research and Publications Program.

Academy is fully dedicated and focused on implementation of the working program within its mandate and competencies with the purpose of the professional and interdisciplinary competency increase of the judicial and prosecutorial system professionals, through different training programs that involves practicing judges and prosecutors, newly appointed judges and prosecutors and administrative staff of courts and prosecution.

This report includes continuous trainings for judges and prosecutors in all areas of the law, particularly the criminal, civil, juvenile justice (civil and criminal aspect) administrative, constitutional, commercial, international, the EU legislation, fundamental human rights, then topics and modules of interdisciplinary nature like the following: professional ethics, legal reasoning, management and other trainings that were in details presented in the report.

In 2017 the Initial Training Program curriculum has been implemented for newly appointed prosecutors and later during the year (in September) the ITP commenced for the newly appointed judges. In this reporting period, 16 newly appointed prosecutors have completed the Initial Training Program, whereas 49 newly appointed judges are attending the ITP according to the prepared curriculum which is planned to take place also during 2018.

In this reporting period, AJ organized trainings for administrative staff of courts and prosecution including professional associates, legal officers, administrators, and other important profiles of the judicial and prosecutorial system.

In 2017, intensive work was made in the area of analysis and research that contributed to designing the training curriculum for 2018, as well as in identification of the needs for professional research to address the requirements of the judicial and prosecutorial system. Also, AJ provided legal sources for judges and prosecutors through the legal library that consist of books in hard copy, and in electronic version, as well as enabled access to international legal databases through the Association of Electronic Libraries of Kosovo.

The Academy also organized exchange programs and internship for judges and prosecutors abroad.

This report includes different activities taking place within the international cooperation, where the Academy actively participated in regional and international conferences and meetings that focused on training for judges and prosecutors, and it enabled participation of judges and prosecutors in activities that aim their professional growth. It also includes activities with donors and implementing partners of different training programs, where some of the projects were mid-term and are ongoing to continue in the next several years.

The Department of Administration and Finance carried out manifold activities that were

oriented in adequate implementation of the AJ budget according to the plan.

AJ in this reporting period, despite the staff shortages, has engaged its entire potential in carrying out its legal mandate and meet the objectives that are set for building an independent, impartial and professional judicial system.

2. Legal Framework

In February 2017 the Law No. 05/L-095 on the Academy of Justice enters into force. Entrance into force of this Law abolished the Law No. 02/L-25 on establishment of the Kosovo Judicial Institute, and the Academy of Justice is set as a legal successor of the Kosovo Judicial Institute.

2.1. Current legal basis

The Academy, with the purpose of exercising its legal mandate, has issued the following bylaws in compliance with the Law on Academy of Justice:

- Regulation No. 01/2017, on the Procedure for Appointment and Dismissal of the Executive Director of the Academy of Justice;
- Regulation No. 02/2017, on the work of the Managing Board of the Academy of Justice;
- Regulation No. 03/2017, on the Initial Training;
- Regulation No. 04/2017, on the Work of the Program Council of the Academy of Justice;
- Regulation No. 05/2017, on the Training Fees for State attorneys, lawyers and other free professions;
- Regulation No. 06/2017, on Trainers and Mentors of the Academy of Justice;
- Regulation No. 07/2017, on Amendment and Supplementation of Regulation No. 03/2017 on the Initial Training;
- Regulation No. 08/2017, on Amendment and Supplementation of Regulation No. 06/2017 on Trainers and Mentors of the Academy of Justice;

Despite these normative acts, in 2017 were still applicable bylaws adopted before transformation of the KJI into Academy, like below:

- Statute;
- Regulation No.03/2015 on Internal Organization and Systematization of the Working positions at KJI;
- Regulation No. 02/2013 on Continuous Training Program;
- Regulation No. 01/2014 on Research and Publications of the Kosovo Judicial Institute;
- Regulation for selection of participants in Internship and Exchange Programs Abroad;
- Regulation on KJI Library;
- Administrative Instruction No. 01/2011 on the Methods of Official Communication;
- Administrative Instruction No. 02/2011 on KJI Donor Coordination;
- Administrative Instruction No. 02/2012 for Assets Evaluation of the Kosovo Judicial Institute.

2.2. Developing the legal basis in the reporting period

Entrance into force of the Law on Academy of Justice, directly impacted on issuing bylaws set forth by this law.

In this reporting period, the AJ issued Regulation No. 01/2017, on the Procedure for Appointment and Dismissal of the Executive Director of the Academy of Justice; Regulation No. 02/2017, on the work of the Managing Board of the Academy of Justice; Regulation No. 03/2017, on the Initial Training; Regulation No. 04/2017, on the Work of the Program Council of the Academy of Justice; Regulation No. 05/2017, on the Training Fees for State Attorneys, lawyers and other free professions; Regulation No. 06/2017, on Trainers and Mentors of the Academy of Justice; Regulation No. 07/2017, on Amendment and Supplementation of Regulation No. 03/2017 on the Initial Training; Regulation No. 08/2017, on Amendment and Supplementation of Regulation No. 06/2017 on Trainers and Mentors of the Academy of Justice;

2.3. Legal obstacles that Academy of Justice faced in fulfilling its mission

Due to the transformation into Academy in 2017 which required approval of several other bylaws consisted into the main challenge for fully implementing this legislation. Besides this, harmonization of normative acts, decisions, training programs and the Academy's working plan with the Law on Courts, the Law on State prosecutor, Law on Kosovo Judicial Council and with the law on Kosovo Prosecutorial Council, and with other bylaws approved by the KJC and KPC, presented some of the difficulties that were overcome thanks to inter-institutional cooperation.

3. Description of the Academy of Justice

As an independent public institution, the Academy achieves its legal mandate in support of judges, prosecutors and other professionals in order to exercise their function in a professional, independent, efficient manner, enjoying the public trust. The Academy accomplishes this mandate through the design and implementation of training programs in accordance with the real needs for training that are identified by a comprehensive training needs assessment process involving all beneficiaries, relevant institutions and other necessary mechanisms.

3.1. Mission

The Academy's mission is to provide qualitative training, research and publishing activities for the needs of the judicial and prosecutorial system and free professions, as a modern training institution and contributing to the enhancement of professionalism, independence, impartiality, efficiency and public trust.

3.2. Vision

Academy's vision is to further enhance as a professional institution in provision of training programs and other forms of support for an independent and impartial judicial and prosecutorial system.

3.3 Competencies of the academy of Justice according to the law

Based on competencies that are set by Law on Academy, the Academy carries out the following functions:

- a. drafting training programs and organizing trainings for judges and state prosecutors in accordance with the applicable legislation;
- b. develops the training needs assessment process through mechanisms established by the Academy, and based on the requests of the Kosovo Judicial Council (hereinafter: KJC), Kosovo Prosecutorial Council (hereinafter: KPC).
- c. organizes trainings for judicial and prosecutorial administrative staff, after prior coordination of training needs with the KJC and KPC, in accordance with the applicable legislation;
- d. may organize continuous professional training for state attorneys, lawyers, notaries, private bailiffs, mediators, bankruptcy administrators as well as other professions, based on Academy assessment, and based on training requests of respective institutions;
- e. develops and conducts training programs in cooperation with the KJC and KPC, Chambers of the free professions or relevant institutions;
- f. keeps data on trainings and programs that are being implemented at the Academy in accordance with the legislation in force;
- g. establishes and maintains cooperation with local institutions and similar foreign institutions related to the work they perform, including professional internship and exchange programs;
- h. conducts analysis, research and cooperates with scientific institutions;
- i. performs publishing activities according to the needs of the judicial and prosecutorial system and free professions;
- j. performs other duties set by law and other acts of the Academy.

4. Academy's scope of work

The Academy of Justice is a training institution that provides training for judges and prosecutors, for newly appointed judges and prosecutors, for administrative staff of courts and prosecutions, as well as upon request and if possible it provides training also for lawyers, state attorneys and other free professions.

Also, the Academy performs analysis, research and other publishing activities for needs of the judicial and prosecutorial system and for other free professions.

4.1 Organization, activities, personnel and wages level

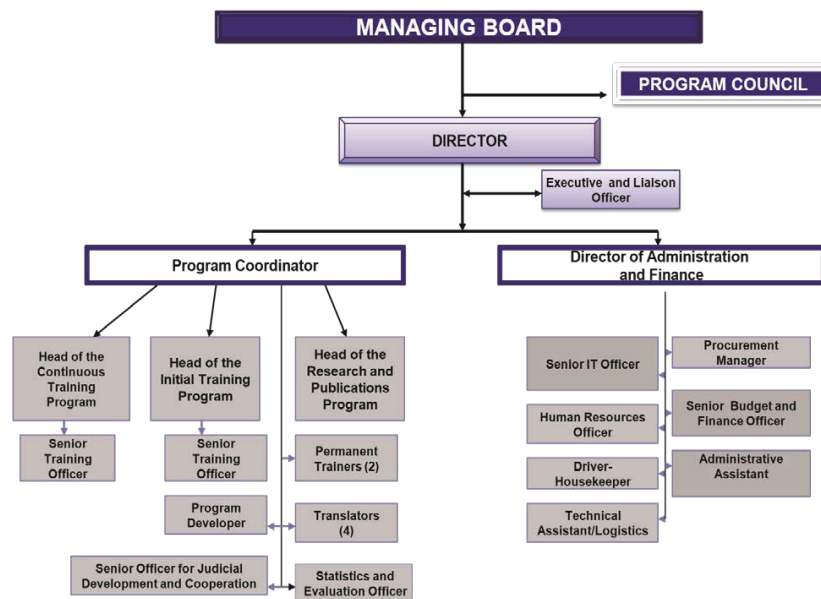


Chart no. 1

4.2. Managing Board

a. Constituency and mandate

Managing Board of the Academy of Justice consists of nine (9) members, of whom two (2) are ex-officio members, whereas seven (7) represent the following institutions:

The ex-officio members are President of the Supreme Court and the Chief State Prosecutor.

Other members are:

- 3 (three) members appointed by the KJC: one (1) judge from the Basic Court; one (1) from the Appeals Court, and one (1) from the KJC Secretariat;
- 3 (three) members appointed by the KPC: one (1) judge from the Basic Prosecution; one (1) from the Appeals Prosecution, and one (1) from the KPC Secretariat;
- 1 (one) member appointed by the Ministry of Justice;

Members of the Managing Board are appointed for a four (4) year mandate without the possibility for reelection for another mandate.

a. Competencies

According to the Law, Managing Board has the following competencies:

- a. Approval of by-laws as requested by this Law;
- b. Approval of the budget proposal of the Academy;
- c. Approval of the Academy's development strategy, working plan, and the training program;
- d. Approval of the list of trainers and mentors;
- e. Overseeing work of the Academy;
- f. Set the priorities for provision of trainings in cooperation with KJC and KPC;
- g. Appointment and dismissal of the Executive Director;
- h. Appointment and dismissal of the Program Council members;
- i. Performs other duties set by law and by-laws.

b. Functionalization

In 2017, the Managing Board has held eight (8) regular meetings in which it deliberated and decided on different issues that relate to the work and activities of the Academy.

In its regular meeting in 2017, the Managing Board has decided and approved the following acts:

1. Approval of the initial Training Program for newly appointed judges;
2. Election of the President and Vice president of the Academy's Managing Board;
3. Approval of the KJI annual report for 2016;
4. Establishment of the Academy's Committee for Normative Acts;
5. Approving the procedure for designing the Academy's logo and approving the logo;
6. Approving Regulation for Appointment of the Academy's Director;
7. Establish the Committee
8. Approving Working Regulation of the Academy's Managing Board;
9. Approving the Initial Training Regulation;
10. Approving the budget proposal for 2018;
11. Establishing the Committee for Selection of the Academy's Director;
12. Approving Working Regulation of the Academy's Program Council;
13. ;Approving regulation of Training fees for state attorneys, lawyers and other free professions;
14. Approval of the Regulation of Academy's Trainers and Mentors;
15. Appointment of the Program Council members;
16. Establish the Committee for Complaints against the Initial Training testing results;
17. Approving the list of mentors for newly appointed judges – upon proposal of KJC;
18. Selection of the Executive Director of the Academy of Justice;
19. Approving the Training program for administrative staff of courts and prosecution;
20. Approving the training program for 2018.

4.3 Program Council

The Program Council is an supporting professional body that engages in ensuring quality for the training provided by the Academy. Main functions of the Program Council are the following:

- Preparing the training program proposal of the Academy in cooperation with KJC and KPC;
- Monitor accomplishment of the programs and their success;
- Provide guidance for enhancing the training methods and techniques, independently and in cooperation with trainers and mentors;
- Provide opinions about the list of trainers and mentors;
- Provide advices, proposal and suggestions to the Academy' bodies for improving training quality;
- Perform other duties foreseen by legislation and other by-laws of the Academy.

Program Council consists of seven (7) members, that are appointed by the Managing Board, from among the judges, state prosecutors and other experts. Mandate of the Program Council, except the Executive Director, is four (4) years with the right to reelection for another mandate. Chairman of the Program Council is by default the Executive Director of the Academy.

During 2017, the Program Council held one (1) meeting in which it reviewed and assessed the Initial Training Program for the newly appointed judges of 2017/2018, that were undergoing the recruitment process by KJC, in which meeting it recommended that the program is proposed to the Managing Board for approval.

4.4 The executive

Based on the act for internal organization, the Academy functions with the following structure:

- Directors office;
- Program Department; and
- Department for Administration and Finance;

a. Director

Director of the Academy participates in the category of Senior Management Officials and according to the Law on Academy of Justice is responsible for:

- a. Representing the Academy to local and international institutions;
- b. Managing, general administration and ensure lawfulness of the Academy's work;

- c. Implementing decisions of the Managing Board;
- d. Proposal of the annual draft budget of the Academy;
- e. Proposal of the Academy's Work Program;
- f. Proposal of the Strategy, Work Plan and the Training Program;
- g. Proposing the list of trainers for approval by the Managing Board;
- h. Management of the financial assets and property of the Academy;
- i. Proposal of draft Regulations and other by-laws;
- j. Preparation of regular annual reports and other reports as requested by the Managing Board.

b. Mid-level management

The Academy carries out its activities through its two departments, the program Department and the Department for administration and Finance.

The program department is led by the Program Coordinator who belongs to the management level category. This department is responsible, but not limited to, for the following:

- Developing and implementing methods for evaluating training needs and training methodologies;
- Preparation of training policies and strategies;
- Organizing trainings for judges and prosecutors, as well as trainings for judicial and prosecutorial administrative staff;
- Development of research, publications and provision of access to legal resources in advancement of judicial trainings;

The Program Department includes the Continuous Training Program, the Initial Training Program, and the Research and Publications Program. Each program covers other sub-categories of activities that are in compliance with the basic functions of each of these programs. The Program Leaders are also responsible for operation of the training programs, which also fall into the category of managing level.

The Department of Administration and Finance is managed by the Director for Administration and Finance, which is also a management level, and includes sectors responsible for providing general services such as finance, procurement, information technology, personnel and logistics, in function of realization of the program objectives of the Academy.

c. Mandate

All employees (25) at the Academy are civil servants and are subject to the laws and regulations on civil service in Kosovo. In accordance with these rules, the employees of the Academy are in employment relationship with an Act of Appointment, since this system started to be implemented.

4.5 Human Resources

Human Resources within the Academy of Justice have been committed to full implementation of the Academy's legal function for capacity building and professional skills of judges, prosecutors and other professionals of the Kosovo Judicial and Prosecutorial System.

They are the most important resource and include staff directly related to the implementation of training programs as well as administrative staff dealing with other general services.

Due to the Academy's staff movements, during this year recruitment procedures for the following positions were developed:

1. Director of the Academy,
2. Head of the TPP,
3. Statistics Officer, as well as
4. Procurement Officer

The first two positions are completed. As for the other two positions, which are replacement of the workers who are in maternity leave, the recruitment procedures have been canceled due to the non-fulfillment of the legal requirements under the applicable legislation for the Civil Service in Kosovo.

During 2017, several trainings and workshops were organized for the staff within and outside the Academy, a training plan, an individual work plan, and an annual assessment for achievement of the job objectives were prepared for all employees.

a. Number of employees

According to the Law on Budget of 2017, the total number of positions adopted in the former KJI, now the Academy of Justice, was 25 career positions. The total number of employees at certain times within the year has shifted due to the recruitment of some staff to other institutions as well as due to maternity leave.

From the total number of staff, based on the last month of the year over 83.33% of them are post-graduates and graduates, while 58.33% of female employees are women and 41.67% men.

b. Needs for new employees

With the purpose of implementing the legal mandate, and implementation of the applicable legislation, the budget planning for 2017 included the request for filling the vacant positions like below:

Seven (7) requested positions are the following:

- One (1) Head of the Training for Administrative Staff - The training program for administrative staff of courts and prosecutors' offices is an explicit need of the judicial and prosecutorial system and an obligation set by law. Given the large number of administrative staff of the judicial and prosecutorial system, the Academy is unable to implement this program for all administrative staff without a staff member responsible for this program.

- Two (2) Training Officers – AJ has several training programs that are dedicated to different beneficiaries and these programs need additional professional personnel, for needs identification and preparing adequate programs.
- One (1) officer for the Research and Publications Program - within the legal functions of the Academy is also the Research and Publications Program which, unlike other programs, has not yet fully achieved its set objectives, particularly in the research part. Supporting even one official would have a direct impact on the provision of legal resources and research on capacity building of the judiciary and prosecution in Kosovo.
- One (1) Expenses Certification Officer – lack of a certification officer makes it difficult to perform financial services. This position is also envisaged by the law required to ensure the control and management of the Academy's finances.
- One (1) Distance Learning (e-learning) Officer – In order to support distance learning (e-learning) as one of the newest forms of training developed by the Academy, staff with knowledge in information technology and knowledge in the legal field are needed.
- One (1) Legal Officer – Academy of Justice has no legal officer and as a consequence many legal issues that the Academy faces cannot be treated, and it may lead to situations that the law is not correctly applied.

c. Staff trainings

The Academy is committed to development and advancement of professional staff capacities. In this regard, it has been cooperative with KIPA and depending on the respective needs for the topics provided by this institution AJ determined the beneficiary staff who have participated in these trainings. The Academy involved the staff in trainings organized in cooperation with donors as well.

The following table presents types of trainings and their number that the Academy's staff have attended. Relying on requests of employees and their annual performance evaluation the training plan for 2018 was made and it is presented as annex to this report. Realization of the annual training plan entirely depends from IKAP training programs and budget availability of the Academy to ensure participation of the staff according to training requests.

Trainings of the Academy's staff for the 2017

Type of training	Number of training
Training skills	1
Governmental communication with the public	1
Performance management in the public sector	1
Complaints and Discipline Matters	1
Microsoft Visio & Microsoft Publisher	1
Windows Server and SQL Server	1
Human Resources Information and Management System - SIMBNJ	1
The Stabilization and Association Agreement between Kosovo and the European Union	1
Case based initial training – Elaboration of the case-based training handbook	1
Court and Prosecution Management – Practical challenges and Curriculum Development 6	6
Workshop on European Union Standards for the Initial Training for Judges and Prosecutors	3

Table no. 1. Staff trainings 2017

4.6 Assets

Academy regularly maintains registers of asset registration. Registration of non-financial assets is made in the following systems: e-pasuri, SIMFK and in the AJ internal database, depending on purchases within a year.

a. Assets of the Academy

The asset registry includes assets with value of 1,000 Euro and assets with value under 1,000 Euro of value. Within the assets register of over 1,000 Euros are registered vehicles, photocopies, IT equipment and sound equipment in the net value of 9,064.33 Euro

While assets under 1,000 euros relate to assets that have a lifespan of more than a year and mainly include some IT equipment, furniture, and so on.

Non-financial assets of the Academy are all non-capital assets registered in the E-asset and the AJ database. The total value of equipment includes the value of equipment available to the Academy on December 31, 2017, including the value of equipment purchased during 2017, the net asset value under EUR 1,000 is EUR 13,022.12.

b. Planning for new assets in the Academy's building

The Law on Budget of the Republic of Kosovo for 2018, was approved with the Academy's request for a capital project for computer purchase for staff of 13,000 Euros.

One of the most important requirements for this year is the Academy building. Since December 2006, the Academy has been located in a building for which it has been obliged to pay the rent in order to continue carrying out legal functions.

The current premises of the Academy building is about 1,224.84 m². Implementation of all training programs, the growing needs for specialized training, the needs for all involvement in training, the training of initial judges and prosecutors, the training of other legally appointed professionals, creation of research and library unit, the organization of conferences and other activities have affected the need for space to grow.

The building of the Academy's building, according to the design, is planned to have a space of about 4000 m².

5. Activities of the Academy during 2017

The Academy of Justice is an institution that provides training for judges, prosecutors, judicial and prosecutorial administrative staff and, to the extent possible, for lawyers, state attorneys and other free professions.

Also, the Academy performs analysis, research and publication activities for the needs of the judicial and prosecutorial system as well as other free professions.

5.1 Comparison of the academy's work in the last three years

The dynamics of judicial developments, particularly reforms implemented in the judicial system, focusing on legislative changes, have also influenced the Academy's training plans and programs that have followed these developments.

Related to the Academy's developments in relation to previous years, we present the following table with respective data:

Comparison of the Academy's work in the recent three years:

Activity description	2015	2016	2017
Trainings for judges and prosecutors	115	131	123
Trainings for newly appointed judges/ prosecutors ¹	85 days of the practical training stage	4 days of theoretical training + 11 days of practical training	for newly appointed prosecutors - 99 days of theoretical training and 144 days of practical training; for newly appointed judges – 27 days of theoretical training and 37 days of practical training
Other Activities ²	84	64	60
Number of participating judges and prosecutors to trainings	1555	1421	1508
Number of or participating newly appointed judges and prosecutors	28	17	65
Number of personnel	25	25	25
Budget	532,256	445,140	603,196.94

Table no.2. Comparison of the academy's work over last three years

5.2 Working plan for 2017

The Academy of Justice works based on work plans. In 2016, the KJI managing Board approved the Work Plan and the Training Program for 2017.

¹ Determinant of the number of training days is the time when the training commenced, as this training lasts 12 months and in some cases largest part of the training is implemented during a year, while the remaining smaller amount of trainings is left for the coming year. With the legislative changes, ITP candidates are already newly appointed judges and prosecutors.

² Other activities include workshops, conferences, training sessions with trainers, judges and prosecutors, training of trainers, trainings for judicial and prosecutorial administrative staff, training for lay judges, mutual visits in the framework of international cooperation, various workshops, coordination meetings, etc

The Academy's Work Plan contains activities that are carried out during 2017, focusing on building the professional and interdisciplinary capacities of the judicial and prosecutorial system through various training programs that involves not only judges and state prosecutors, but also the newly appointed judges and prosecutors and the administrative staff of courts and prosecution as well.

The working plan has set the structure of trainings for 2017 like below:

- Professional competencies
- Inter-disciplinary competencies
- Personality (behavioral) related competencies

Main components of the working plan are:

- Continuous Trainings
- Initial Training
- Training for Promotion
- Research and Publications
- Training of Trainers
- Training for administration of courts and prosecutions
- Training for administrative staff of courts and prosecutions, and for other professionals of the judicial area
- Distance learning training

Training program for 2017 was a structured summary of main fields of the work of judges, prosecutors and of other professionals of the judicial system, on which preparation of curriculums and training organization was based.

Training program for all training programs of the 2017 has the following content:

- Criminal Law
- Civil Law
- Justice for Children
- Serious Crimes
- Increase of professional and inter-personal skills in combating corruption
- Economic and financial crimes
- International legal cooperation in civil, criminal and commercial matters
- Confiscation, sequestration, freezing and administration of proceeds of crime
- Environmental protection
- Minor offences
- Commercial law
- Financial law
- Intellectual property
- Administrative law

- Labor law
- Human rights and liberties
- International laws and standards with focus on the EU legislation
- Court and Prosecution management
- Case management
- Drafting and reasoning of court decisions
- Forensic expertise
- Professional ethics and deontology
- Information technology
- Communication
- Legal English
- Time and stress management
- Induction training programs
- Initial training for newly appointed judges and prosecutors
- Training of trainers
- Distance learning trainings

5.3 Action that the Academy undertook for increasing training quality

The Academy, in all stages of the training needs identification process, in designing the tailored programs according to the needs, as well as in the implementation stage of its program, cooperated closely with main stakeholders of the judicial and prosecutorial system.

As a result of this cooperation and coordination, a Training Program has been established which has defined priority training areas and has been implemented on the basis of 6-month plans. This methodology has enabled flexibility and the definition of topics that are in line with the needs of the judiciary.

Besides cooperation and coordination with main stakeholders of the judicial and prosecutorial system, the Academy focused on application of contemporary adult training methods, bringing practices of experienced countries in this area. Particular attention was paid to increase of the work efficiency, enhance the training participation system, implement distance learning, develop legal sources for judges, prosecutors and other professionals, develop the internship programs domestically and abroad for the Academy beneficiaries, etc.

5.4 Challenges of 2017 and planning for the 2018

Among greatest challenges that the academy faced during 2017 are:

- Transformation of KJI into Academy of Justice;
- Insufficient budget according to preliminary planning in training programs;
- Lack of the Academy's building;
- Coordination of the judges and prosecutors participation in continuous trainings;

- Coordination of different donor programs;
- Organization of exchange programs;
- Enhancing the training methodology;
- Develop training courses through the distance learning platform (e-learning);
- Enriching the Academy's library collection;
- Organization of the trainings and ensuring translation during trainings and of materials for judges and prosecutors integrated according to the Justice Agreement;
- Professional staff leaving in seeking better professional and material status;

Despite these challenges, with maximal dedication of the managing bodies and the Academy's staff, and with the support of many national and international partners, the Academy managed to overcome these challenges.

Planning for 2018, is set forth in the Working Plan and the Training Program which contain the Academy's activities that will take place in 2018. Focus of these activities is oriented on increase of professional and interdisciplinary capacities of the judicial and prosecutorial system through various training programs that besides judges and prosecutors, involves also the judicial and prosecutorial administrative staff, and other professionals identified by the Academy as stipulated by law.

6. Academy trainings conducted during 2017

Academy trainings are conducted in accordance with the training program structure.

Academy activities conducted during 2017 in this report will be presented in the following order:

- Continuous training Program;
- Initial Training Program;
- Induction trainings;
- Research and publications program;
- Distance learning;
- Trainings for management and administrative staff of courts and prosecution;
- Training of trainers;
- Workshops, round tables, conferences and other activities;
- Donor cooperation;
- International cooperation;
- Student – internship program;
- Administration and finance.

The following charts present trainings and other activities accomplished by the Academy during 2017, including the trainings conducted in all the training programs, workshops, internship programs and international activities.

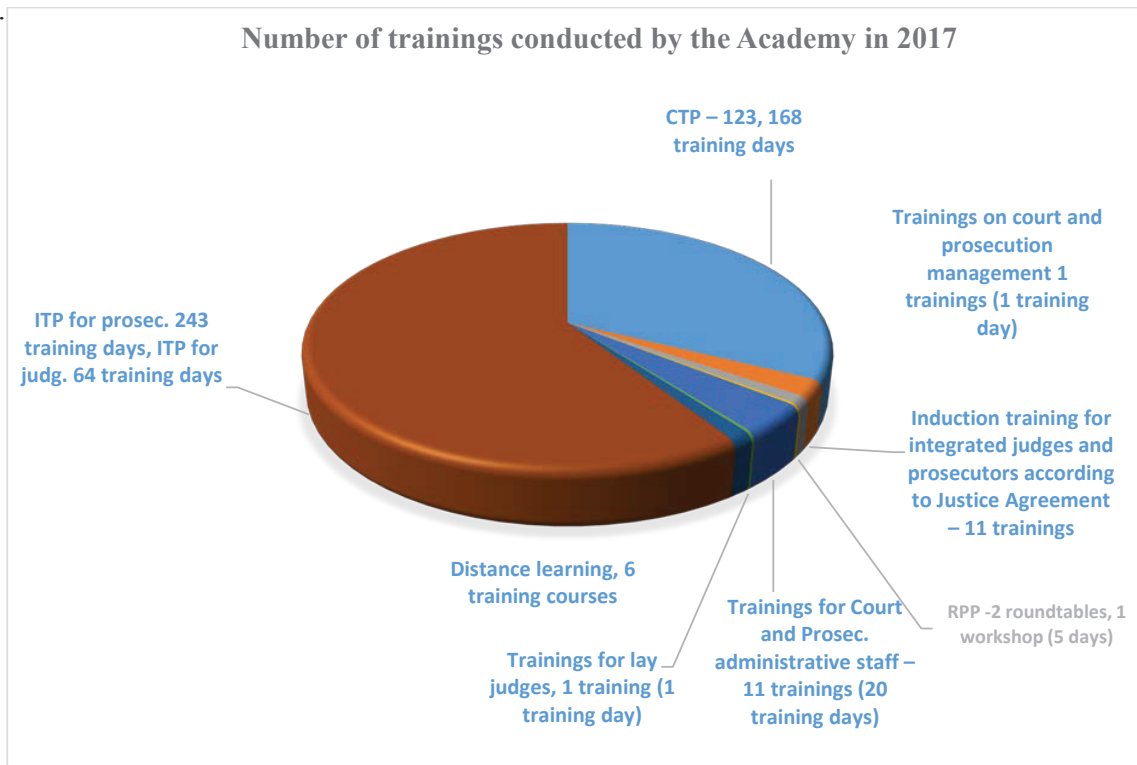


Chart no. 2. Trainings conducted during 2017

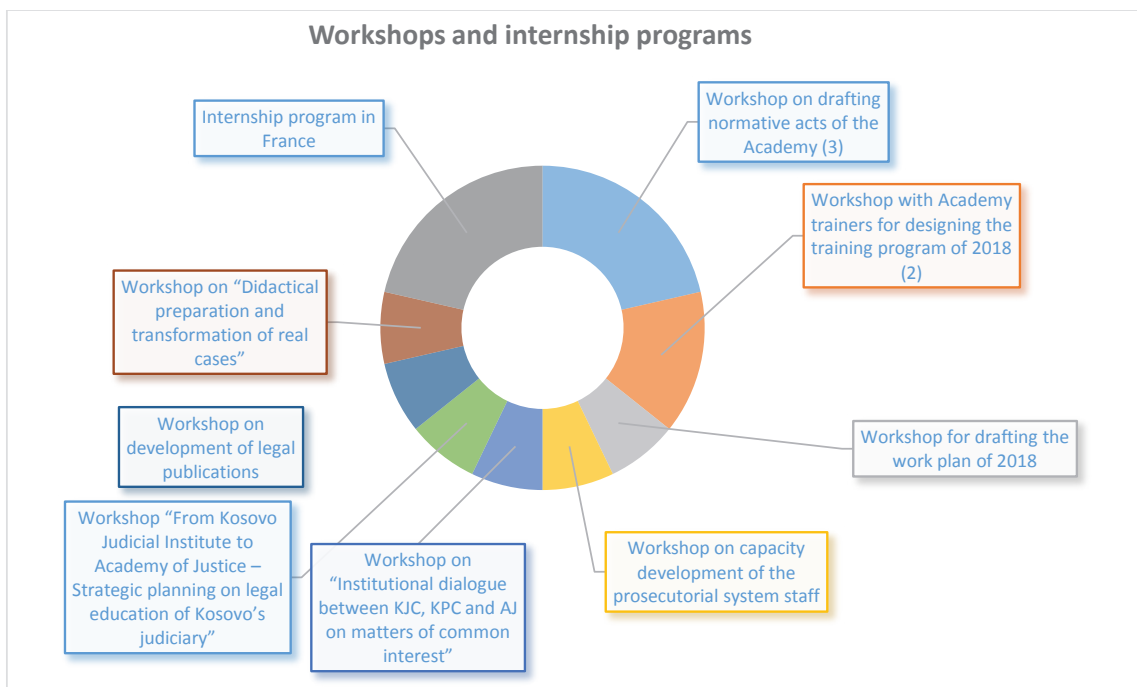


Chart no. 3. Workshops and internship programs during 2017

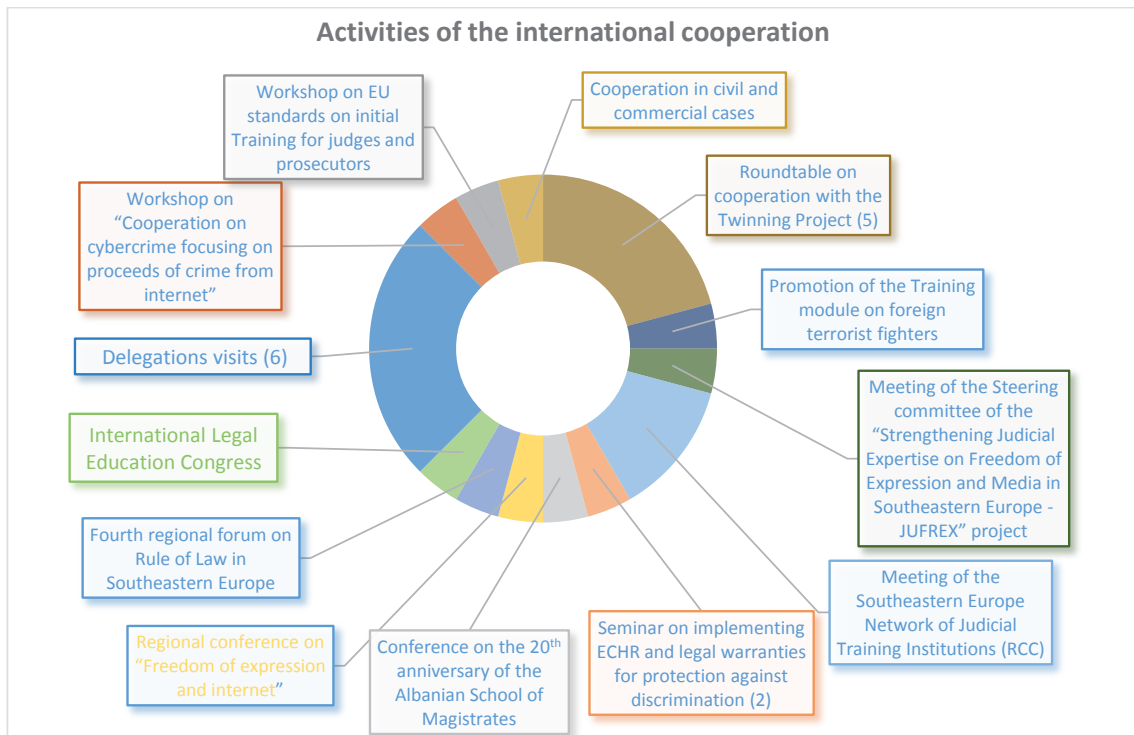


Chart no. 4. International cooperation activities during 2017

6.1. Continuous Training Program

Continuous Training Program (CTP) develops training activities through which it provides high standards of quality of judicial training. Trainings that are implemented within the TPP are offered to all judges and prosecutors, judicial and prosecutorial administrative staff, with the aim of continuous development and advancement of professional and interdisciplinary skills.

The activities carried out in the CTP contain topics of a professional/ legal character from the fields of criminal law, civil, criminal justice for children, civil justice for children, economic law, administrative law, constitutional law, international and EU law human rights, gender equality and non-discrimination, material and procedural aspects in the field of offenses, as well as topics of interdisciplinary character.

During 2017, training activities within the CTP were implemented in various forms including trainings, seminars, roundtables, workshops, training for trainers, internship programs, study visits, etc. Thanks to the development and preservation of effective and sustainable partnership, several activities in CTP have been realized with the support of international partners who have assisted the Academy of Justice in the implementation of some special programs.

6.1.1 CTP objectives for 2017

Continuous Training Program for 2017, focused on achievement of the following objectives:

- Capacity development of judges and prosecutors about professional and inter-personal competence for correct implementation of the legislation;
- Unification of the court practice;
- Development of the judges and prosecutors skills for managing positions, strategic planning and good case flow management;
- Encourage exchange of knowledge, methods and good professional practices;
- Enhance knowledge of judges and prosecutors pertaining to the European legislation, human rights and the international law;
- Increase professional capacities of the administrative staff of courts and prosecution and of other professionals;
- Provide multidisciplinary approach on topics or issues addressed by the training needs of judges and prosecutors;

6.1.2 Training areas that CTP covers

Continuous Training Program in its content includes topics of professional interpersonal nature from the following areas:

- Criminal law (material and procedural);
- Civil law (material and procedural);
- Justice for children – criminal and civil area;
- Commercial law;
- Administrative law;
- Constitutional law;
- Training for Special Chamber of the Supreme Court;
- Minor Offences area;
- European Convention on Human Rights;
- International law and the EU law;
- Gender equality and nondiscrimination;
- Interdisciplinary competence;

6.1.3 Training activities in CTP

During this reporting period, the continuous training program delivered 123 training activities according to the fields as below:

No.	Training area	Number of trainings
1	Criminal law (material and procedural)	50
2	Civil law (material and procedural)	26
3	Justice for children – criminal area	9
4	Justice for children – civil area	3
5	Administrative law	4
6	Commercial law	6
7	Constitutional law	1
8	Minor Offences area	5
9	Special Chamber of the Supreme Court	5
10	ECHR	4
11	International law and the EU law	2
12	Interdisciplinary competence	5
13	Gender equality and nondiscrimination	3

Table no.3 Number of training activities according to fields

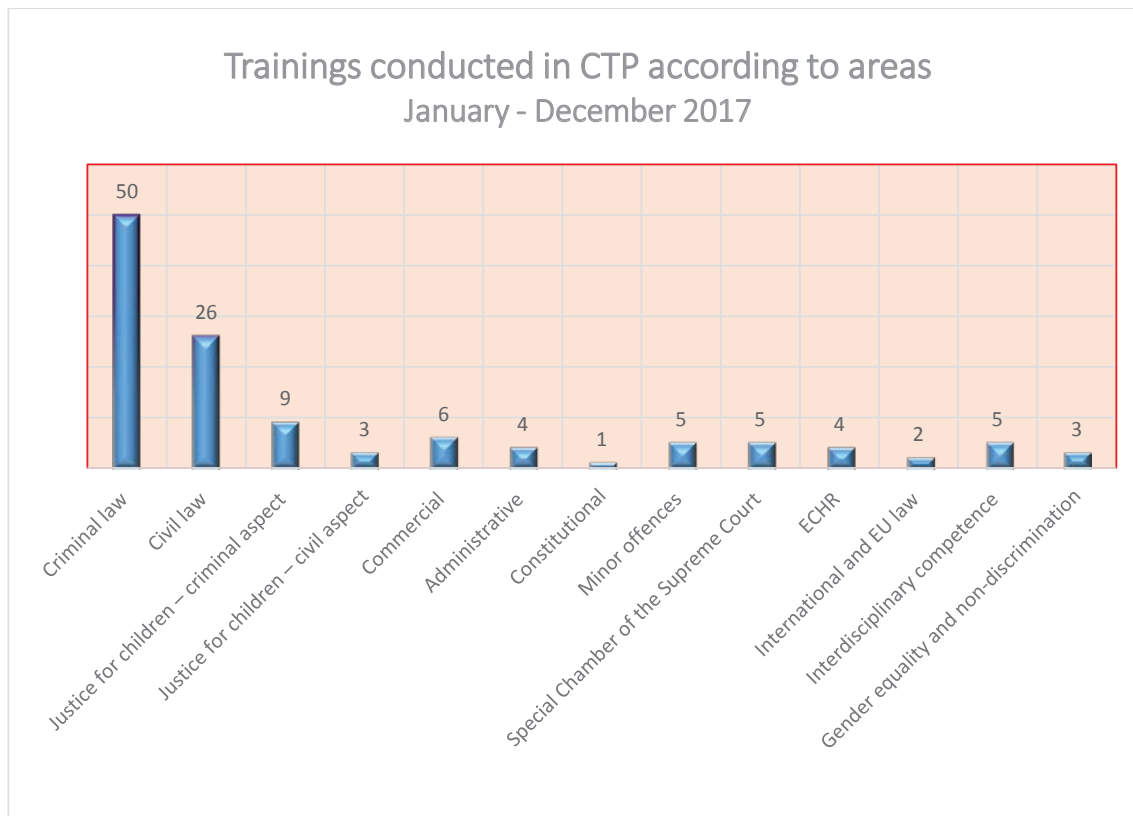


Chart No. 4: Number of trainings conducted in CTP according to fields

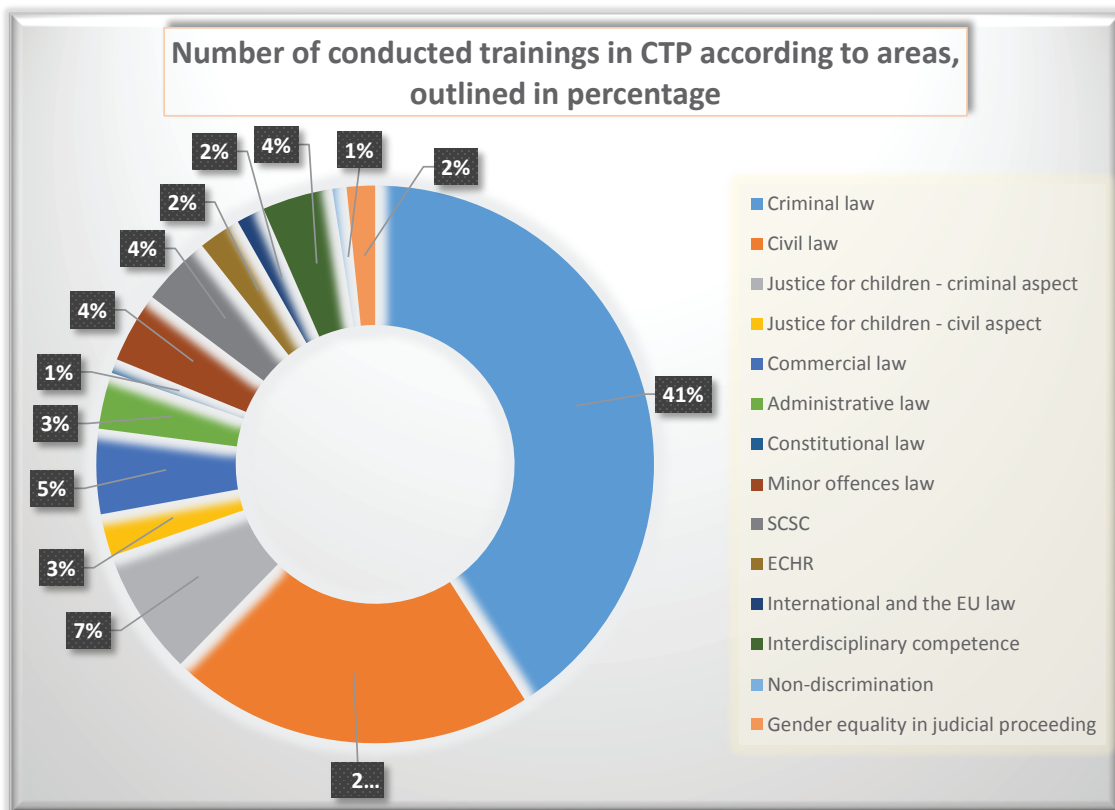


Chart no. 5: Number of trainings conducted in CTP according to fields, expressed in %

6.1.4 Participation in Continuous Training Program

General number of participants in continuous trainings during 2017 was 1901. From general number of participants 1168 were judges, 340 prosecutors, and 393 were other participants which includes professional associates, administrative staff of courts and prosecution, lawyers, Kosovo Police officials, probation Period, Customs, Tax Administration, MLSW – Social Welfare Center, etc. out of these participants, 1657 were Albanian, 244 minorities, while the gender ration was, 1172 male and 729 female

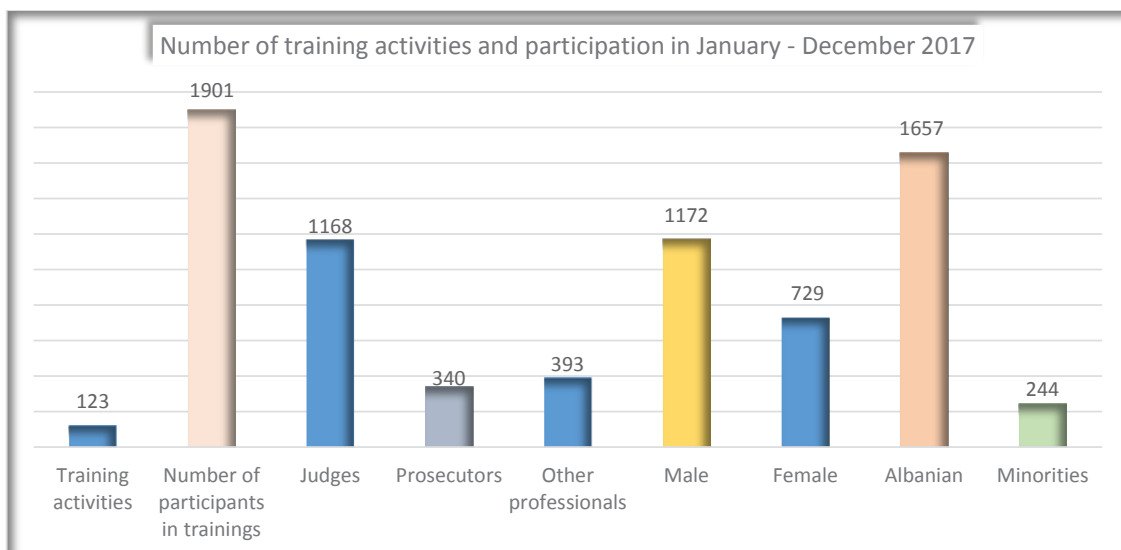


Chart no.6: Number of participants in trainings conducted in CTP

6.1.5 Number of trainings on monthly basis

The following chart presents detailed data for activities conducted in CTP on monthly basis.

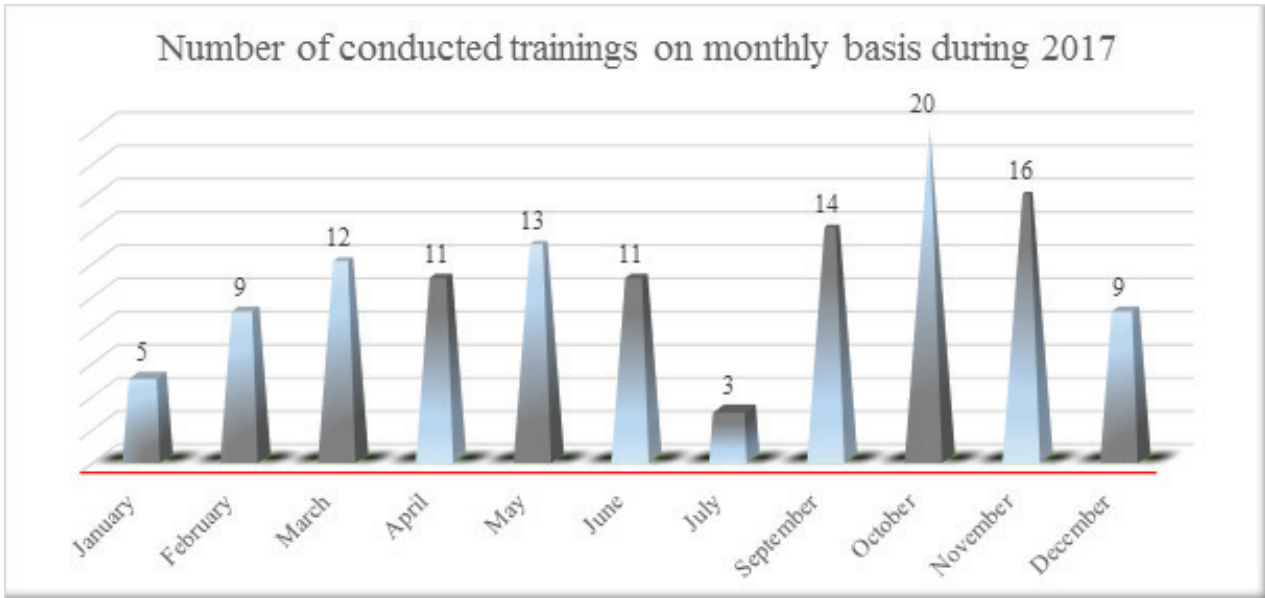


Chart no.7: Number of trainings conducted in CTP on monthly basis

During January, five (5) trainings were conducted, two (2) of them in criminal area, one (1) in civil, one (1) in minor offences, and one (1) in human right and liberties area.

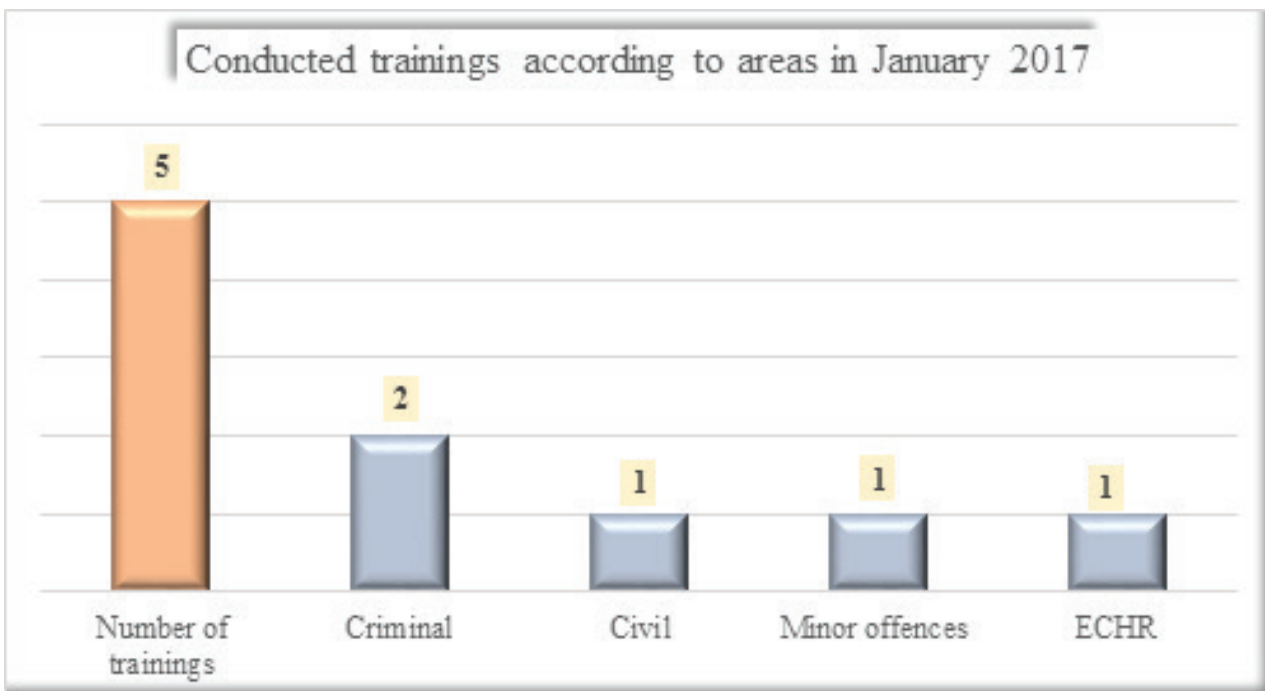


Chart no. 8: Number of trainings accomplished in CTP according to areas during January 2017

February includes nine (9) trainings, criminal area has four (4) trainings, two (2) from civil area, one (1) from justice for children – civil aspect, one (1) from commercial field, and one (1) training against discrimination.

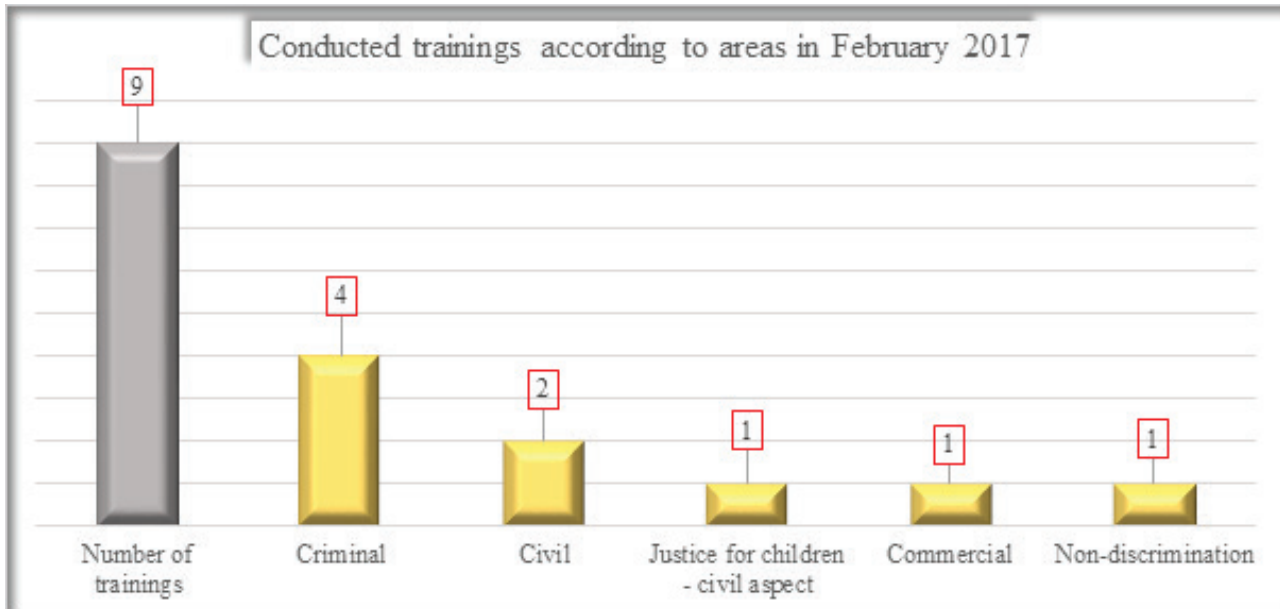


Chart no. 9: Number of trainings conducted in CTP according to areas, during February 2017

During March, CTP conducted twelve (12) trainings, four (4) trainings in criminal law, two (2) in civil, one (1) from justice for children – criminal aspect, one (1) in commercial, one (1) in administrative field, one (1) on the Special Chamber of the Supreme Court, one (1) from ECHR, and one (1) from the international and the EU law.

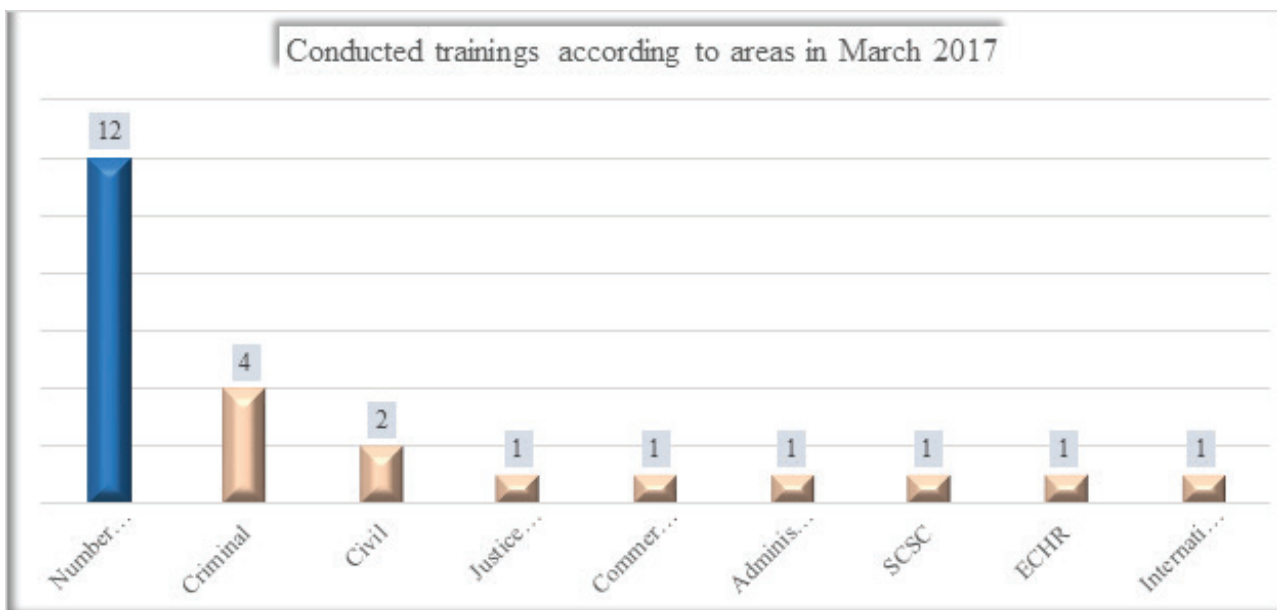


Chart no. 10: Number of trainings conducted in CTP according to areas, during March 2017

Total of activities conducted in April was eleven (11), three (3) in the criminal area, five (5) in civil, one (1) from justice for children – criminal aspect, one (1) from administrative area, one (1) in interdisciplinary competence.

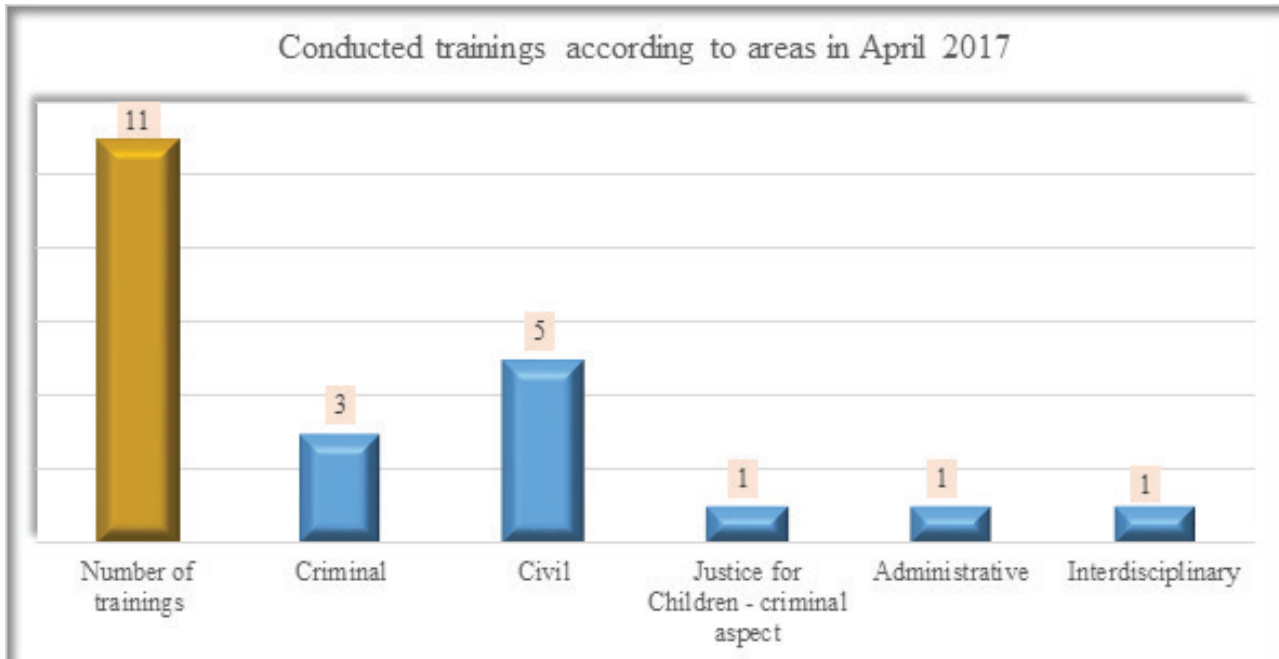


Chart no. 11: Number of trainings according to areas conducted in CTP, during April 2017

In May, thirteen (13) trainings were conducted, six (6) of them in the criminal area, three (3) in civil area, one (1) from justice for children – criminal aspect, one (1) from minor offences, one (1) in constitutional law, and one (1) from the interdisciplinary field

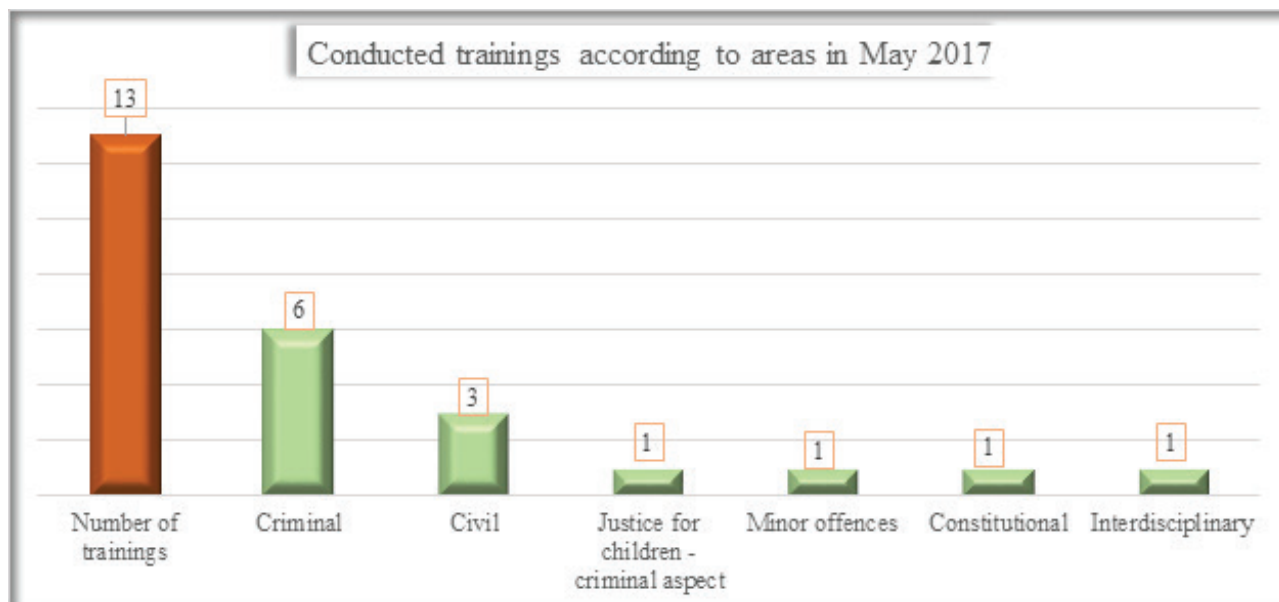


Chart no. 12: Number of conducted trainings in CTP according to fields, during May 2017

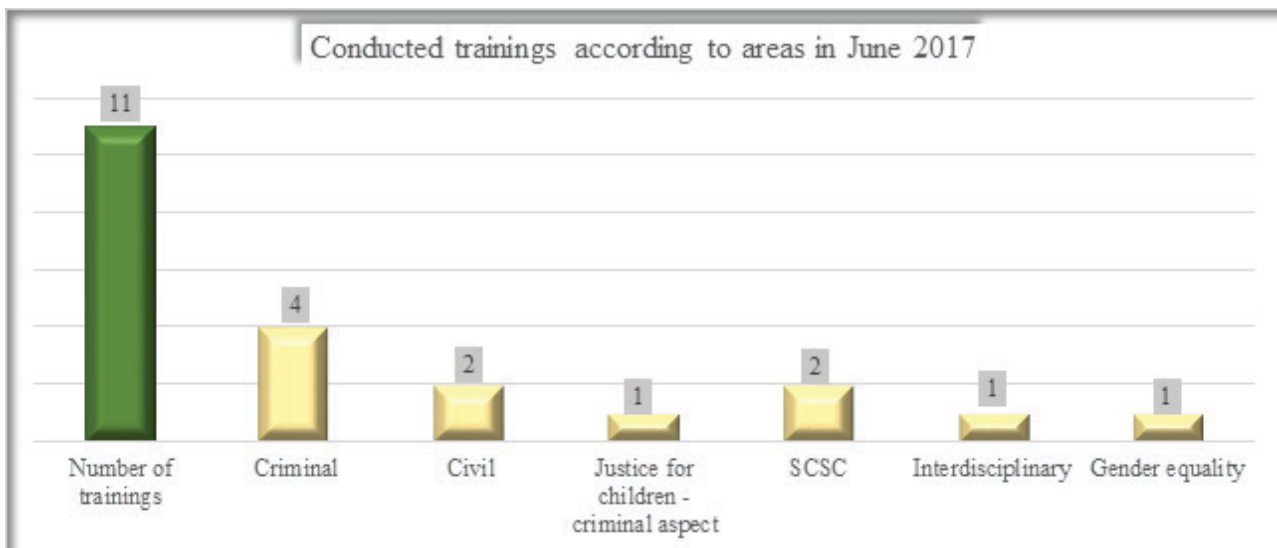


Chart no. 13: Number of conducted trainings in CTP according to areas, during June 2017

During July, the CTP delivered three (3) trainings, two (2) from the criminal law and one (1) from the civil field.



Chart no. 14: Number of trainings conducted in CTP according to areas, for July 2017

Fourteen (14) trainings are accomplished in CTP for September, five (5) in the criminal law, two (2) in civil, two (2) from the justice for children – criminal aspect, one (1) from commercial, one (1) in administrative, one (1) in minor offences, one (1) ECHR, and one (1) from interdisciplinary competence

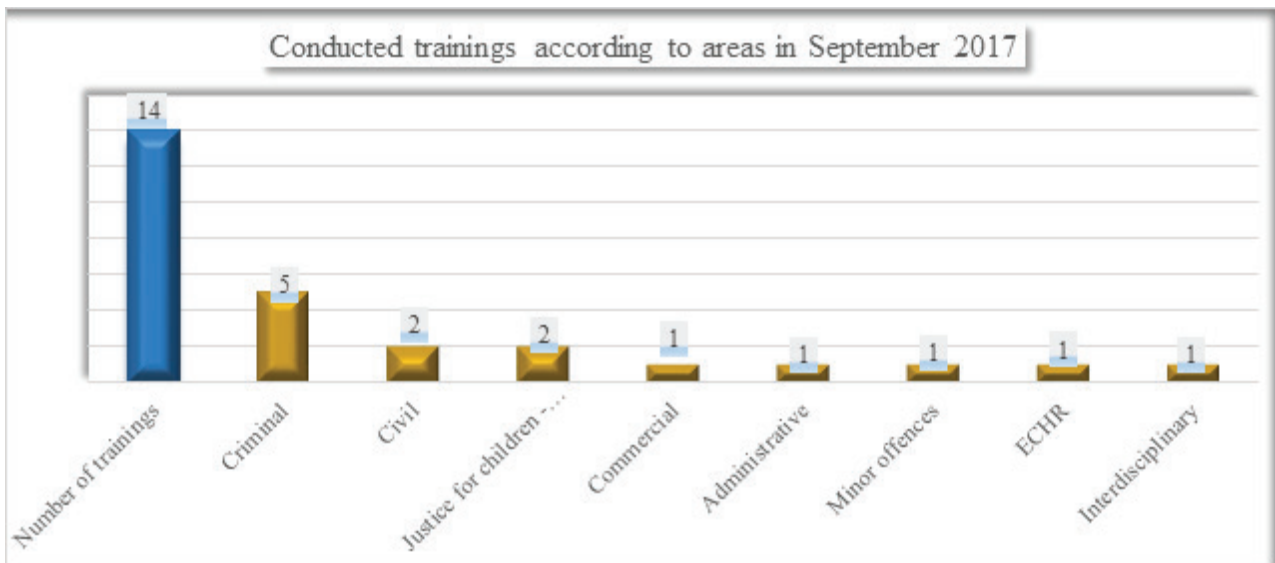


Chart no. 15: Number of trainings conducted in CTP according to areas for September 2017

October in CTP marks the month with the highest number of trainings per month for 2017, with twenty (20) trainings conducted. From them, eight (8) from the criminal area, two (2) in civil, one (1) in justice for children – criminal aspect, one (1) justice for children – civil aspect, two (2) from commercial law, one (1) in minor offences, two (2) on Special Chamber of the Supreme Court, one (1) on ECHR, one (1) on international and EU law, and one (1) on gender equality.

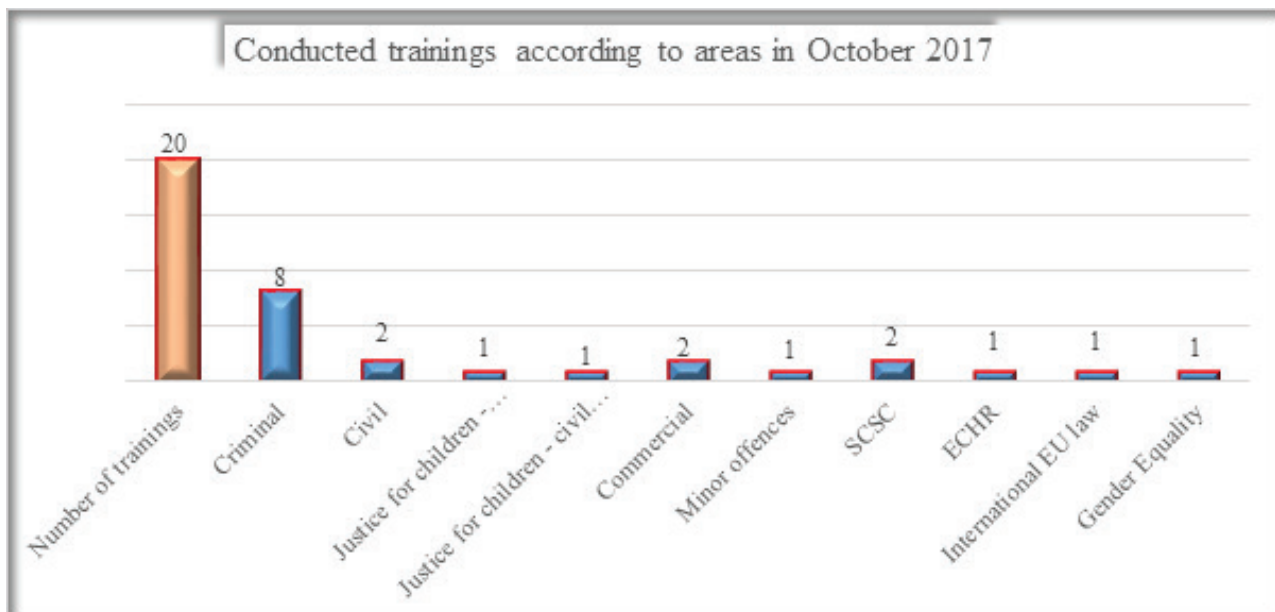


Chart no. 16: Number of trainings conducted in CTP according to areas for October 2017

In November total of sixteen (16) trainings were delivered, from them six (6) were in criminal law, three (3) in the civil, two (2) from the justice for children – criminal aspect, one (1) from justice for children – civil aspect, one (1) from commercial field, one (1) administrative, one (1) in minor offences, and one (1) from interdisciplinary competence.

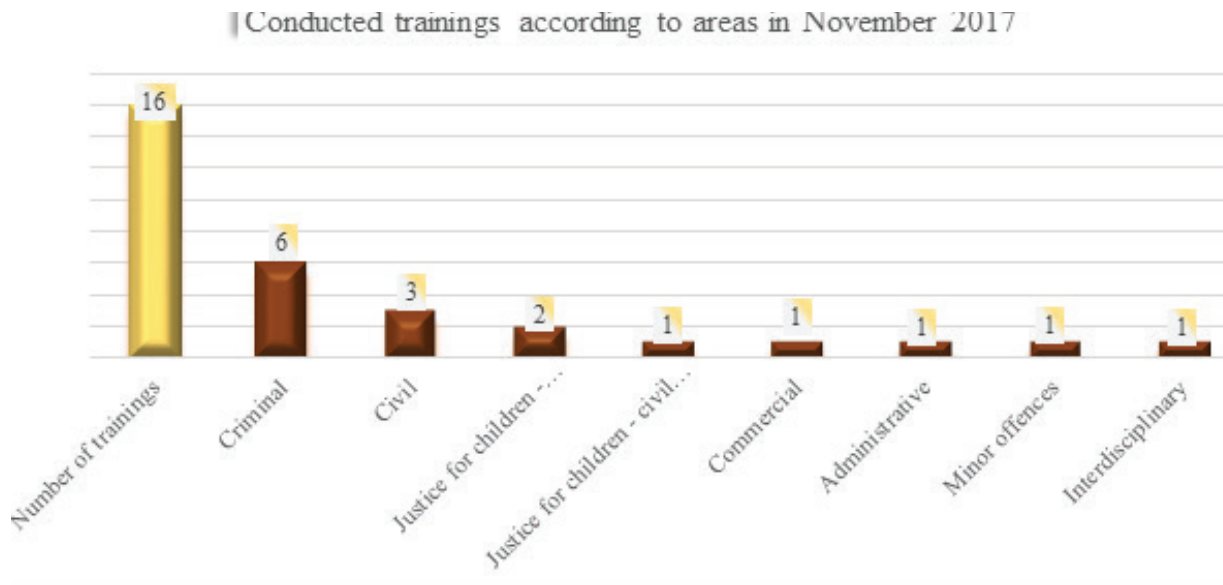


Chart no. 17: Number of trainings conducted in CTP according to areas, during November 2017

Focus of training activities in December was in the civil area with total of nine (9) trainings delivered, seven (7) in criminal, and two (2) in civil.



Chart no. 18: Number of conducted trainings according to areas in CTP, during December 2017

6.1.6 Continuous trainings according to duration

The Continuous Training Program in 2017, conducted 103 one-day trainings, sixteen (16) two-day trainings, three (3) 3-day trainings, and one (1) four-days training.

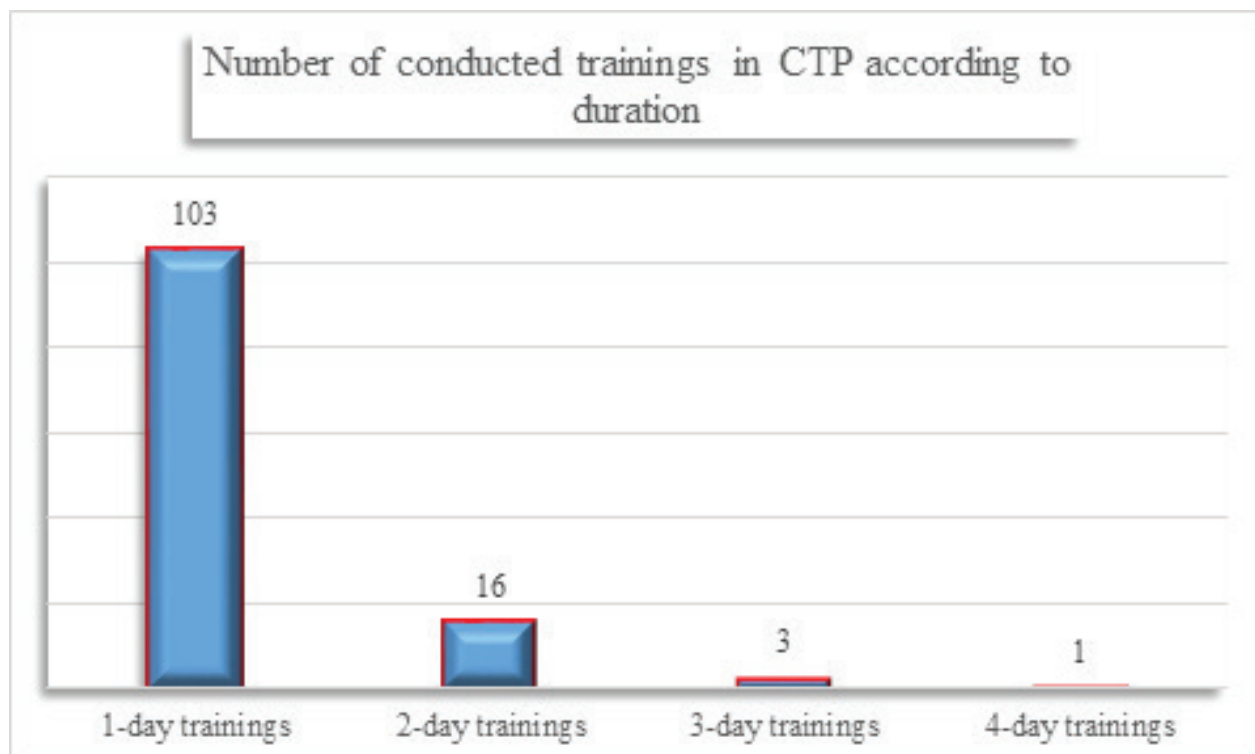


Chart no 19: Number of conducted trainings in CTP according to duration

6.1.7 Continuous Trainings according to areas

6.1.7.1 Trainings of the criminal law area (material and procedural)

In 2017, the CTP delivered 50 training activities. These activities covered aspects and issues of the criminal material and procedural nature.

a. Criminal law – material part

The criminal material law conducted trainings in the following topics: organized crime, terrorism, trafficking in human beings and migrant smuggling, crimes against official duty, war crimes, commercial crimes, crimes against life and body, crimes according to the Customs Code, sentence measurement, collaboration in crime perpetration, criminal liability of legal persons.

Elaboration of these topics had the following goals:

- Increasing professional skills for investigation of crimes and trial of organized crime cases;
- Enhance knowledge on terrorism and professional development in combating this

phenomenon;

- Enhance knowledge on preventing trafficking in human beings and migrant smuggling;
- Apply adequate remedies for judicial handling of terrorism cases;
- Acquaint with national and international legislation treating war crimes;
- Capacity development in implementing legislation for cases of crimes against official duty, crimes against life and body, and commercial crimes;
- Implementing a unique system of sentence measuring and individualization of punishment;
- Analyze cases related to encouragement and assisting in crime perpetration;
- Correct implementation of the institute of criminal liability of legal persons, etc.

b. Criminal law – procedural part:

Elaborated topics in the procedural area of the criminal law are as below: provisional freezing of assets, asset sequestration and confiscation, implementing covert investigation measures, measures to ensure presence of the defendant in criminal proceeding, initial hearing, second hearing and main hearing, protection of the damaged parties and witnesses, international legal cooperation in criminal matters, initiation of investigation and criminal procedure, witnesses in criminal proceeding, investigation of financial crimes, search warrant, rights of the defendant from the first detention until completion of the criminal proceeding, quality and assessment of evidence in criminal proceeding, criminal proceeding involving perpetrators with mental disorders, regular legal remedies and basis of appeal.

Main objective of the criminal procedure trainings was the increase of the judges and prosecutors skills related to the following:

- Correct implementation of legal provisions on asset sequestration and confiscation;
- Evaluate and implement legal requirements for issuing orders for covert investigation measures and techniques;
- Correct assessment of elements for imposing measures for ensuring presence of the defendant in the proceeding;
- Interpretation and correct implementation of provisions on initial hearing, second hearing and main hearing;
- Overcome challenges in criminal proceeding involving perpetrators with mental disorder, measures of mandatory treatment and detention;
- Successful conduct of financial crimes investigation;
- Correct implementation of provisions related to protection of damaged parties and witnesses;
- Correct evaluation of elements that an indictment shall contain;
- Analyze the procedure before initiating the search warrant;
- Correct implementation of the legal framework on the rights of the defendant in criminal proceeding;
- Assessing the basis of exercising legal remedies, etc.

6.1.7.2 Specialized training programs

Continuous training program, among others, conducted also four (4) specialized training programs in criminal area presented below.

a. Specialized training program for capacity development in combating corruption

The goal of delivering these training sessions was professional development of judges and prosecutors that deal with cases of corruption, and introduce challenges about implementation of national legislation, efficient fight against corruption focusing on specific aspects that occur as issues in practice.

The program was delivered in three (3) training sessions, with two-days duration each, and focused on identification and assessment of potential official corruption, investigation plans, forensic analysis, interviews and preparation of trials, and solving cases of official corruption.

b. Specialized training program in public procurement

Training sessions of public procurement targeted enhancement of the judges and prosecutors knowhow on applicable legislation, procedures and stages of public procurements, as well as identification of indicators of corruption that relate to public procurement. Focus of this program was also the stage of contract implementation and also investigation and trial of criminal offences of this nature.

This program was delivered in two (2) training sessions, of two-days duration each, and particular attention was paid to indicative risks and problems related to fraud, as well as on investigation planning, and prosecution of perpetrators.

c. Specialized training program for capacity development in combating money laundering

The main focus of training on combating money laundering was the advancement of professional knowledge of judges and prosecutors in identifying and classifying criminal offenses of money laundering and terrorist financing, in recognizing and analyzing the work of financial institutions and their obligations in terms of strengthening the capacity to combat such occurrences.

The program was delivered in three (3) training sessions, of two-days duration each, and it elaborated on the crimes of money laundering, terrorism financing and sanctions, financial institution weaknesses in money laundering, combating money laundering and terrorist financing in practice, competencies of the Financial Intelligence Unit, fraud examination techniques for money laundering, information gathering and preparation of personal profile, tracking of funds by the recipient and the payer, cross-border cooperation and international cooperation in combating counterfeit and money laundering, court case filing, potential alternative solutions, and money laundering prevention measures.

d. Specialized training for professional capacity growth in combating cybercrime

This session also aimed to contribute to knowledge extension in the area of international cooperation and the possibility of successful prosecution of cybercrime, on electronic evidence, their importance and particularities, and identify and assess electronic evidence in determining the criminal offence.

This program was conducted in three (3) training sessions, of two-days duration each, and elaborated on handling crimes committed through technology, challenges of cybercrime, risk assessment and management, combating virtual safety risks, role of forensics in discovering cybercrime, electronic evidence – procedure and practice, cross-border and international cooperation in fighting cybercrime.

6.1.7.3 Trainings on justice for children – civil and criminal aspect

Academy of Justice, within its continuous trainings in 2017 conducted nine (9) trainings on criminal aspect of Justice for children, and three (3) trainings on civil aspect of Justice for Children.

a. Justice for children – criminal aspect elaborated on the following:

Diversion measures, sentences imposed on juveniles, execution of measures and sanctions against juveniles, trial of juveniles and adults in a judicial process, educational measures against juveniles, measures for ensuring presence of juveniles in proceeding, judicial hearing in juvenile proceedings, and crimes against children sexual integrity.

Purpose of the trainings in the criminal aspect of Justice for Children, was to extend the knowledge and skills of the judges and prosecutors about:

- Correct implementation of JJC provisions for imposing diversion measures;
- Identification of legal requirements for imposing sanctions for juveniles;
- Extend knowledge on criminal procedure when the juvenile commits an offence with an adult, and identification of advantages and disadvantages of the joint procedure.
- Correct implementation of JJC provisions for issuing diversion measures;
- Identification of legal requirements for issuing sanctions against juveniles;
- Extension of knowledge about criminal procedure when the juvenile commits and offence with an adult, as well as identification of advantages and disadvantages of the joint procedures;
- Assessing correctly the duration of liberty deprivation measures;
- Extension of knowledge related to the judicial hearing flow in the procedure against juveniles.

b. Justice for children – civil aspect elaborated on the following:

Training module on civil aspect – on justice for juveniles, treated the topics like: protection of the rights of children without parental care, protection of the children rights in marital – family disputes, and protection of the rights of children in cases of changing their status.

Main focus of these trainings was increase of the judges skills in relation to:

- Founding the practical and professional capacities of judges in the correct interpretation of legal provisions regarding the role of court and guardianship body in the procedure of protection of the rights of children without parental care;
- Understand correctly the active role of the court and the guardianship body, and investigation of all circumstances to be considered and professionally examined to protect the rights of children in marital disputes;
- Extend theoretical and practical knowledge of judges on interpretation and correct implementation of provisions pertaining to objection and procedure of recognizing the paternity and maternity, as well as role of the court and guardianship body in issuing respective protection orders, with orientation on protection of the child’s best interests in cases of changes to their status.

6.1.7.4 Civil law trainings (material and procedural)

Academy of Justice within its CTP in 2017 conducted 26 trainings in civil area to cover the material and procedural topics.

Main topics elaborated in these trainings were:

Judgment and its types according to LCP, construction contracts and liability of contractors, parties and their representation, the rent – its types and determination, preparatory hearing, main hearing and obtaining evidence, preliminary review of the lawsuit and preparation of the main hearing, permission of enforcement and judgment upon appeal, judicial protection of the ownership right, joint property of spouses and its partition, the natural part of inheritance and its infringement, expropriation and compensation of expropriated land, insuring the charge claim, judicial protection in domestic violence cases, judicial protection in cases of slander and defamation, judicial proceeding for marriage dissolving, contract annulment, litigants and intermediaries in the proceeding, compensation of immaterial damage, liability for the damage caused by hazardous items or actions, procedure for deciding according to regular and extraordinary legal remedies, and domestic violence.

These topics of trainings in civil law area aimed to increase professional capacities of judges on the following:

- Evaluating and analyzing the verdict as a form of merit decision;
- Evaluating the necessary conditions for signing the construction contract;
- Identification of who may have the quality of the party in the procedure;

- Assessing the conditions necessary for determining the rent and identifying its beneficiaries;
- Development of the main review and successful leadership and management of the procedure and the administration of evidence;
- Evaluating cases where enforcement is carried out by a private bailiff and when the court;
- Recognition and analysis of the right of ownership, authorizations, restrictions and its protection;
- Evaluation and identification of the necessary heirs and fair calculation of their share;
- Analyze the procedure of asset valuation and determination of compensation;
- Recognizing and differentiating the types of indictment insurance measures;
- Recognition of standard procedures for protection from domestic violence;
- Implementation of standards and requirements arising from the case law of the European Court of Human Rights, in the case of filing a claim against insult and defamation;
- Proper application of the legal provisions regarding the procedure for the dissolution of the marriage with annulment and divorce;
- Evaluating the effects of the procedural actions of litigants, as well as the identification of third persons in civil disputes and intermediaries;

6.1.7.5 Trainings in commercial area

An important space in the training program for 2017 has also been the training for judges handling cases from the commercial field.

Within the framework of this program, the Academy has conducted six (6) trainings dealing with issues such as: intellectual property rights - copyright, contracts in the economy, business organizations, novelties of the Insolvency Law, trademarks and alternative dispute resolution

Commercial field trainings aimed increase of professional capacities on the following:

- Extend knowledge on domestic and international legislation in the field of bankruptcy, and assessing the criteria for initiating bankruptcy proceedings;
- Recognize documents accompanying the flow of goods and services and enhancement of professional capacities in the proper interpretation of the LOR provisions on flow of goods and services;
- Recognize the applicable legislation in the field of copyright;
- Analyze legal procedures in the protection of the rights of business parties in disputes arising from non-performance of contracts in economy.

6.1.7.6 Trainings in administrative area

Training program of 2017 included also trainings for judges of the administrative cases. Judges of this department were delivered four (4) trainings.

In these trainings were addressed issues such as: Civil Registers, subsequent registration and re-registration under the Civil Registration Law, the procedure in the Independent Oversight Board of the Civil Service in Kosovo, and judicial protection in labor disputes in the civil service of the Republic of Kosovo, movement and residence of foreigners as well and legal procedures against them in the Republic of Kosovo, as well as the treatment of current dilemmas in the Law on Administrative Conflicts.

These trainings aimed to increase professional capacities of judges in the following aspects:

- Analysis of the procedures being conducted at the Independent Oversight Board as well as the recognition of the procedure of initiating administrative conflict in the competent court against the decision of the IOB;
- Advancing knowledge about the Law on Civil Status
- Recognition of legal procedures related to illegal stay, return and repatriation of foreigners;
- Analyze dilemmas related to the implementation of the provisions of the Law on Administrative Conflicts;

6.1.7.7 Trainings in constitutional law area

The Academy of Justice, within its continuous training program, conducted one (1) training in the field of constitutional law on the subject of incidental referral and procedures under Article 113 par. 8 of the Constitution of Kosovo.

Purpose of this training was to advance the knowledge of judges regarding the constitutional referral, its theoretical and normative analysis, focusing on provisions of the Constitution of the Republic of Kosovo, the Law on the Constitutional Court of Kosovo, Rules of Procedure of the Constitutional Court and the case law of the Constitutional Court of Kosovo and other constitutional courts in the region and beyond.

6.1.7.8 Trainings on the Special Chamber of the Supreme Court

Part of the Academy's training program for 2017 were also trainings on Special Chamber of the Supreme Court. Within the training sessions on Special Chamber of the Supreme Court, five (5) trainings were conducted, dealing with issues such as: Competencies of the Special Chamber of the Supreme Court of Kosovo, judicial proceedings in the Special Chamber of the Supreme Court, admissibility of the claim/ complaint to the Special Chamber, review of credit and property claims in the liquidation process, and procedure for privatization of entities by the KPA.

Purpose of these trainings was to increase professional capacities of judges in relation to:

- Assessing the competencies of the SCSC;
- Analyze the eligibility criteria as per the annex to the Law on the SCSC;

- Recognizing the procedure of filing a claim to the Liquidation Committee for realization of property and credit claims;
- Extend knowledge about the role of the Kosovo Privatization Agency as well as standard procedures for the privatization of subjects;

6.1.7.9 Trainings in the minor offences area

In the minor offences area continuous training program delivered five (5) trainings for judges of the minor offences division to elaborate on the following: administration of evidence – guiding principles, judgment and legal reasoning, legal persons and minor offences procedure, minor offences in the area of public order and peace – Article 4, 5 and 16 of the Law on Public Order and peace, minor offences and minor offence sanctions according to the law on minor offences.

The aforementioned topics aimed to increase professional capacity of judges to:

- Understand the evidence and the fact as well as distinguish admissible from inadmissible evidence in minor offence proceedings;
- Analyze and prepare correctly verdicts in the offense procedure;
- Develop properly and lawfully the offense procedure against legal entities and persons responsible for the legal person;
- Distinguish minor offence from criminal offence;
- Acquaint with the ways of conducting minor offences proceeding according to the new Law on minor offences.

6.1.7.10 Trainings on European Convention on Human Rights

In order to recognize the importance of the European Convention for the Protection of Human Rights and its effects on the legal system of the Republic of Kosovo, the Academy of Justice in 2017 has conducted four (4) trainings dealing with topics such as: Implementation of the European Convention on Human Rights in the constitutional system of Kosovo, Article 6 of the Convention for the Protection of Human Rights and its implementation, Article 10 of the ECHR and Articles 2-7 of the ECHR.

The main focus of these trainings was on increasing the professional skills of judges and prosecutors in:

- Analyzing the ECHR effect in the Constitution of the Republic of Kosovo and its constitutional system;
- Extending knowledge on implementation of Articles 2, 3, 4, 5, 6 and 7 of the Convention and the European Court of Human Rights case-law in relation to these articles;
- Implement the ECtHR case law in conjunction with Article 6 of the ECHR;
- Analyze correctly the provisions on the right to freedom of expression, and the application of the ECHR's practice with regard to Article 10 of the Convention;

6.1.7.11 Trainings on International and the EU

Continuous training program provided trainings on the EU legislation and on the international laws in general, like: implementation of the European law by court of the republic of Kosovo, judicial implementation of the Aarhus Convention – the right to information, public participation in decision making, and access to environmental justice.

These topics aimed to increase professional capacity of judges and prosecutors in the following:

- Assess the right to access on environmental information and analysis of criminal liability for environment pollution;
- Correct interpretation of the Stabilization and Association Agreement, and recognize effect and impact of the European legislation in Kosovo judiciary.

6.1.7.12 Activities on gender equality and non-discrimination

In order to address the challenges in the implementation of gender equality legislation and to respond to EU recommendations, the Academy of Justice within CTP has conducted three (3) training activities related to gender equality and non-discrimination. Topics covered in this area were: Protection and promotion of diversity, tolerance and equality in the context of legislation on non-discrimination and gender equality in the procedure. The purpose of these activities was to protect, promote diversity and tolerance and exchange experiences of judges and prosecutors in overcoming the challenges of legislation and judicial practice in areas where gender equality is most present.

6.1.7.13 Interdisciplinary competence trainings

Training program of the Academy of Justice offered not only trainings on the fields of law but also on topics of inter-disciplinary nature. Trainings of this competence included the following: changes and novelties to the Code of Professional Ethics and Regulation on professional misconduct of Judges, court decision writing and reasoning - in criminal area, court decision reasoning – civil area, case management and on stress management.

These trainings aimed to increase inter-disciplinary capacities of judges and prosecutors on integrity, increase their judicial decision writing and reasoning skills, increase their practical skills of case management in courts and prosecution, as well as use of methods and techniques to overcome stressful situations that occur during work.

6.1.8 Induction training program for judges and state prosecutors from the integrated Serbian community under the Justice Agreement

The Academy of Justice implemented the Induction Training Program in the criminal and civil fields, as well as on interdisciplinary jurisdiction for the integrated judges and state prosecutors who

were recently decreed in Kosovo's judicial and prosecutorial system, as per the Justice Agreement reached in Brussels.

The training program aimed to provide trainings for professional capacity growth of judges and prosecutors, in successfully carrying out their work and decisions. The program has had an orientation feature in order for the judges and prosecutors to become familiar with the basic principles of Kosovo legislation and new legal institutes that are included in Kosovo legislation, and which should be implemented by integrated judges and prosecutors.

Induction training program for judges and state prosecutors included 14 training days, out of which 11 training days were delivered, and the remaining three will be organized during 2018.

Beneficiaries of these trainings were: 40 judges, 13 prosecutors and 2 professional associates.

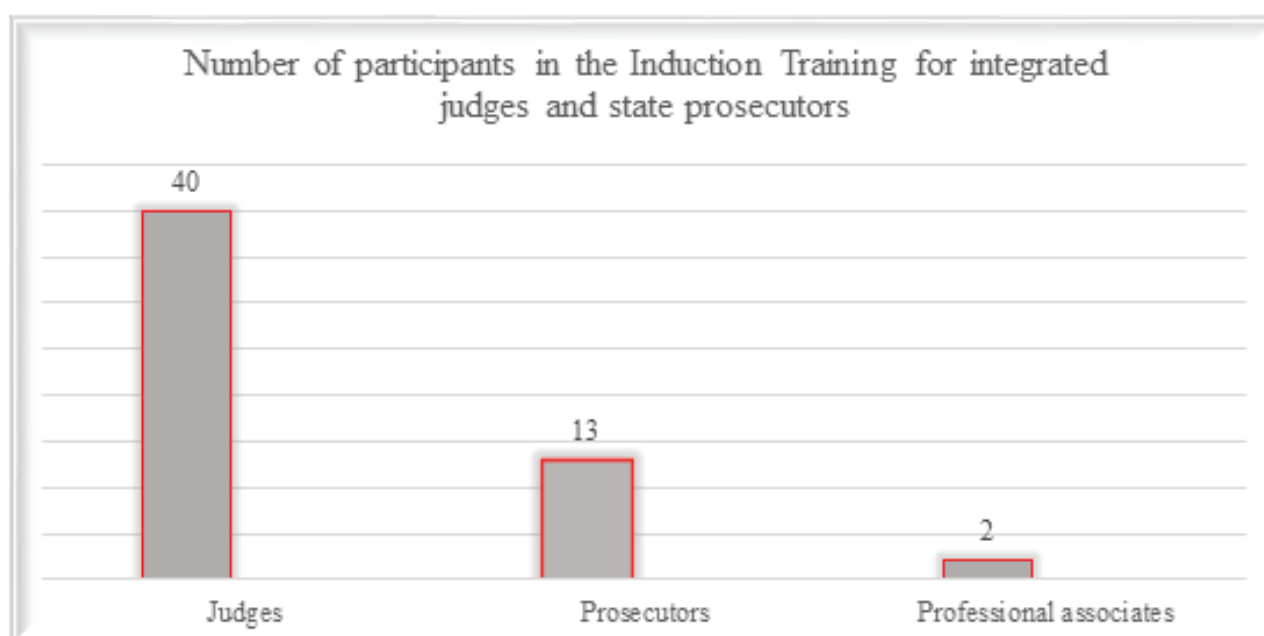


Chart no. 20: Number of participants in the Induction Training Program for the integrated judges and state prosecutors

6.2 Initial Training Program

Pursuant to the Law on Academy of Justice³, the academy organizes the initial training for newly appointed judges and prosecutors. Main goal of the Initial Training program (ITP) is professional and inter-disciplinary preparation, as well as practical skills development of newly appointed judges and state prosecutors.

Initial training lasts twelve (12) months and is organized in two separate parts. The theoretical part is conducted in form of combined discussions and cases review from the courts practice, simulation of trials and in other forms, whereas the practical part is realized in courts and prosecution offices where they are appointed under supervision of the mentoring judge or prosecutor. The

³ Article 19 Law no. 05/L-095 on Academy of Justice.

practical training part provides to its beneficiaries trainings and visits in non-judicial institutions that relate to the work of courts and state prosecution.

The Initial Training Program for newly appointed judges/ state prosecutors is approved by the Managing Board of the Academy of Justice.

6.2.1 Conducted activities within ITP for the 2017

During 2017 at the Academy of Justice, the Initial Training was attended by the sixth generation of newly appointed judges and state prosecutors. The training was conducted separately for judges and for state prosecutors. Beneficiaries of this training were sixteen (16) state prosecutors, five (5) female and eleven (11) male; and forty-nine (49) newly appointed judges, eleven (11) female and thirty-eight (38) men.

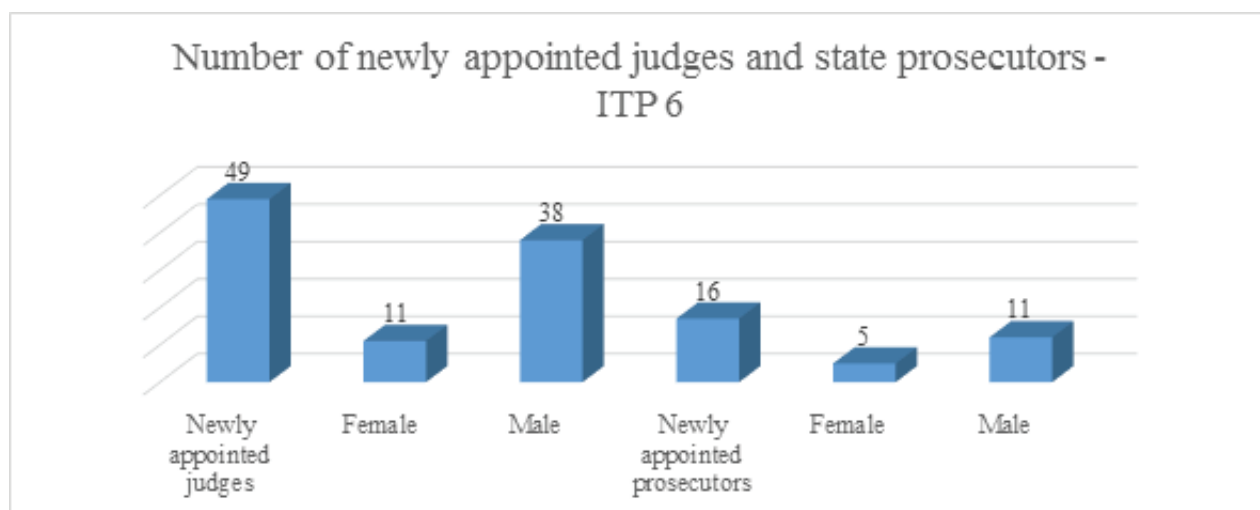


Chart no.21: Judges and prosecutors in the initial training

6.2.2 Initial training got newly appointed prosecutors

Initial training for newly appointed prosecutors in the sixth (6) generation commenced on December 9, 2016. This program focused on development of professional, ethical and personal competencies of newly appointed state prosecutors, with special emphasis in: building of professional capacities for domestic and international legislation, drafting of court decisions based on factual analysis, application of ethical rules, development of judicial and social skills, exchange of practices in institutions related to the work of courts and prosecution offices, development of research, organizational and management capacities as well as the development of interdisciplinary skills.

6.2.2.1 Theoretical training

According to the training program during the theoretical training, newly appointed state prosecutors have attended 6 training modules (which consist of total 45 sub modules)⁴ :

- Criminal Code of the Republic of Kosovo;
- Criminal Procedure Code of the Republic of Kosovo;
- National and international legal order;
- Personal and interpersonal skills;
- Legislation and complementary skills; and
- Distance Learning;

In 2017, the Initial Training Program for newly appointed prosecutors conducted total of 243 training days⁵. Within the theoretical training 99 days of training were conducted, respectively 163 training sessions or 504 training hours.

Criminal Code of the Republic of Kosovo - Within this module, 19 training sessions or 78 hours of training were conducted, addressing in particular the general and special section, the offenses of official corruption and official duty, serious crimes and statutory limitation.

Criminal Procedure Code of the Republic of Kosovo - from this module 91 training sessions or 273 training hours were conducted. This module deals with: intelligence and surveillance, expertise and analysis, venue and forensics, control and confiscation, measures for ensuring presence of the defendant in the proceeding, witnesses and injured parties, court minutes, negotiation of the plea bargaining agreement, the avoidance of criminal prosecution, administration of the criminal procedure, the initial examination and the judicial review, the receipt and communication of the decisions and the sending of documents, the costs of the criminal proceedings and the property claim, the exercise of legal remedies, specific procedures under the CPCK, initiation of formal investigation, criminal report, prosecutor's role in the main trial, indictment, review procedure, criminal proceedings and separation line between criminal offences and minor offences.

National and international legal order – Within this module, 19 sessions or 57 hours of training were conducted. This module addresses the following: constitutional law, the organization of the judicial and prosecutorial system, international judicial cooperation in criminal matters, European Union law and the Human Rights law.

Personal and interpersonal skills - Twenty-six (26) sessions or 78 hours of training were conducted in this module, including: communication rules, professional ethics, case management, social skills of prosecutors, reasoning of decisions (indictments/ complaints), and stress management.

Legislation and Additional Skills - Six (6) sessions or 18 hours of training were conducted from this module. This module elaborated on the following: Juvenile Justice Code, mediation and investigation of cross-border crimes. In addition, ten (10) days of practical training on the “Judicial Skills Development” module were delivered, with focus on raising the trial advocacy skills for the opening statement, direct and cross-examination, impeachment, rehabilitation and the

⁴ Initial Training Program for newly appointed prosecutors 2016-2017

⁵ Initial Training Program for newly appointed prosecutors was completed on January 5th 2018.

closing statement. Within this module, the newly appointed prosecutors have also conducted a trial simulation with the aim of raising their advocacy skills, increasing their self-esteem, developing critical thinking, and the ability to work in teams.

Theoretical training was conducted two days a week and the training methodology has been different, including trainers' presentations, interactive discussions, practical exercises, case studies, group work, use of short videos, and so on.

Thirty-eight (38) trainers were engaged in the theoretical part of the initial program for newly appointed prosecutors.

Distance Learning - In addition to regular training modules, the training program has been designed to develop distance learning training (e-learning) as well.

During 2017 three (3) modules were implemented on this platform:

- Information technology
- English language, and
- Stress management.

The newly appointed prosecutors are informed about access to training courses, platform orientation for relevant courses, forum communication and other opportunities provided by this platform.

6.2.2.2 Practical training

Practical training was conducted in prosecutor's offices under the supervision of the mentor (state prosecutor), who oversees the implementation of the training program as well as performance appraisal during this part of the training. In 2017, in the initial training program for state prosecutors, 126⁶ days of training were conducted within the practical training. Fifteen (15) mentors were engaged in the practical part of the initial program for newly appointed prosecutors.

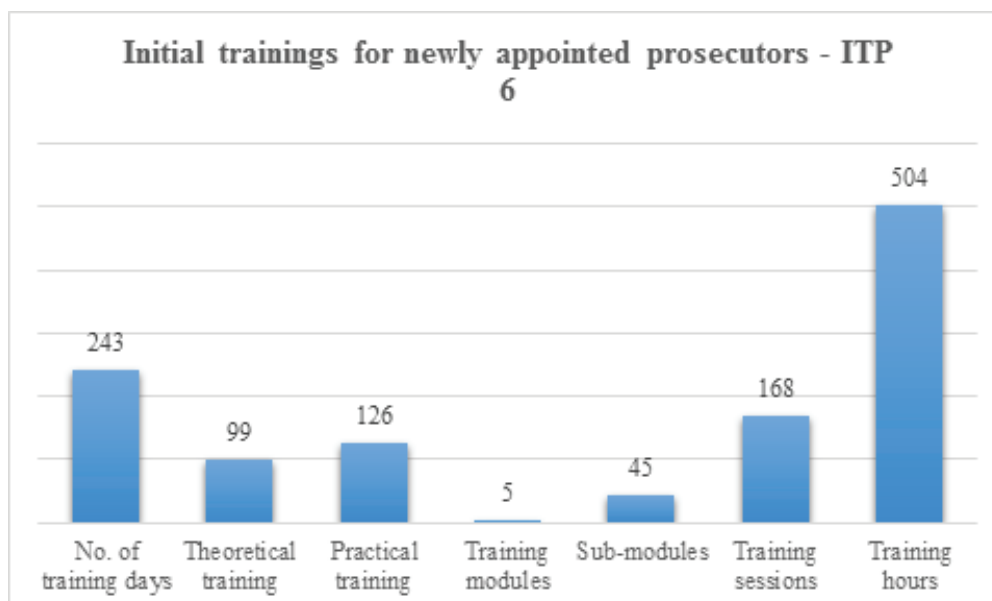


Chart no. 22

⁶ Initial training program for newly appointed prosecutors was completed in January 5th 2018 and three days of practical training were accomplished in 2018.

6.2.2.3 Training in non-judicial institutions

Besides the practical training in prosecution offices, the state prosecutors attended trainings also in different judicial and non-judicial institutions, whose work is related to the work of courts and prosecutions. During 2017, state prosecutors conducted 18 trainings in the institutions listed below:

- Constitutional Court
- Chamber of Advocates
- Ombudsperson
- Kosovo Police
- Correction Service
- Probation Service
- Social Welfare Center
- Anti-Corruption Agency
- Kosovo Customs
- Mediation Committee
- Kosovo Privatization Agency
- Kosovo Cadastral Agency
- Public Procurement Regulatory Committee
- Independent Oversight Board of Civil Service
- Office of General Auditor
- Kosovo Tax Administration
- Personal Data Protection Agency; and
- Forensic Institute

In these institutions newly appointed prosecutors were informed with the role, organizational structure, competence, legislation, cooperation with other institutions and the work dynamics, challenges that they face and areas of common interests in particular.

6.2.2.4 Preparing and organizing the final exam for newly appointed prosecutors

Academy of Justice conducted one (1) workshop for preparing the final exam for newly appointed prosecutors. The work in this workshop focused on designing questions and practical cases for the final exam, based on the test structure, which is determined by the Regulation on Initial Training. The working group for preparing the final exam consisted of Academy's trainers, who were involved in delivering respective initial training modules.

The final exam for newly appointed prosecutors of the 6th generation was organized from December 20-22, and assessment of the test was done within the timeline foreseen in Regulation on the Initial Training.

6.2.3 Initial Training for newly appointed judges

On September 29, 2017, the Academy of Justice officially commenced the Initial Training Program for newly appointed judges, in the first meeting with the newly appointed judges. Initially, the newly appointed judges were informed of the role and importance of initial training, development of their professional and practical skills in order to adequately prepare for exercising the judges function. In this meeting they were also introduced with the UTP structure, the ways of its organization and implementation of both, the theoretical part and the practical part of the training, as well as other issues related to this program.

6.2.3.1 Theoretical training

Theoretical training is conducted in a combined way of teaching, through theoretical trainings and cases from the judicial case law, which covers trainings in all areas of the applicable law, the European Convention and other international acts.

The newly appointed judges during this program have attended seven (7) training modules consisting of 50 sub-modules, and the training was delivered two days a week with the following training modules structure:

- Criminal Code of the republic of Kosovo;
- Criminal Procedure Code of the Republic of Kosovo;
- Civil Law, administrative and Commercial laws;
- National and international legal order;
- Personal and inter-personal skills;
- Legislation and additional skills; as well as
- Distance learning;

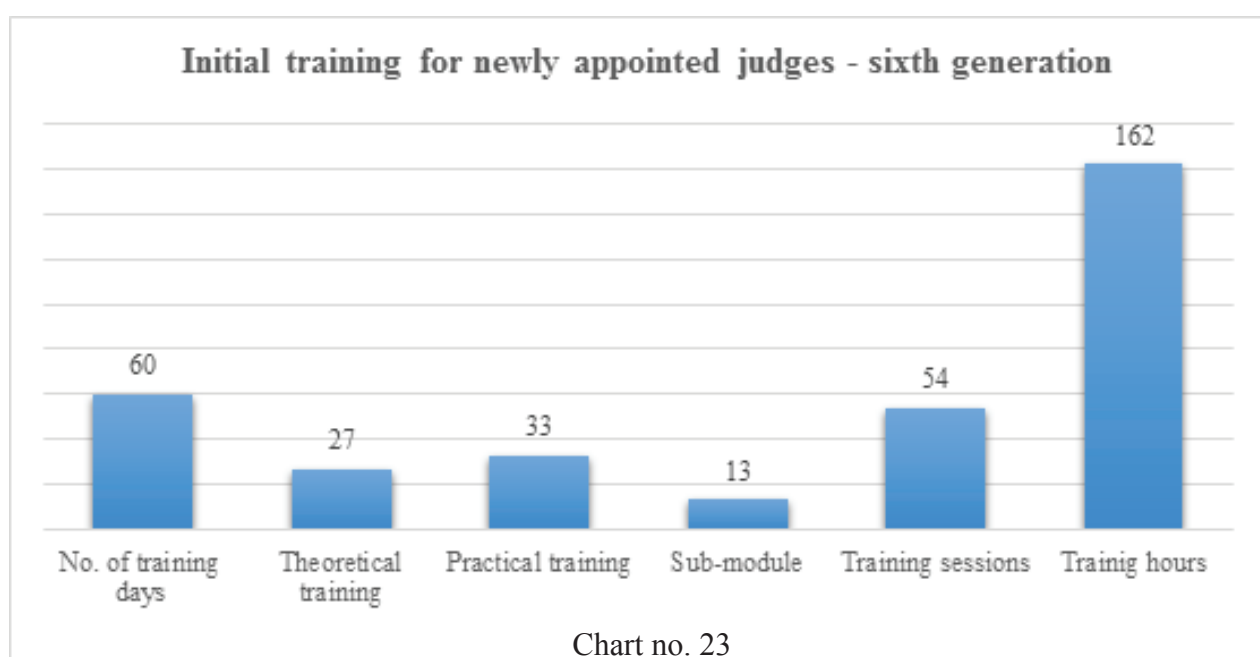
During 2017, the newly appointed judges attended 13 sub-modules in 27 training days or 54 training sessions and 162 training hours. In this reporting period the following sub-modules were organized:

- Criminal Code of Kosovo – general part and the special part,
- Crimes of official corruption and crimes against official duty,
- Plea bargaining agreement,
- Defendant in the criminal proceeding,
- Witnesses and damaged parties in criminal proceeding,
- Measures for ensuring presence of the defendant in the proceeding,
- Covert measures of investigation and surveillance,
- Expertise and analysis, and
- Search and confiscation;

In this reporting period, there were twelve (12) trainers engaged to provide trainings on the aforementioned modules.

6.2.3.2 Practical training

In 2017, within the practical training, 33 training days were conducted. Practical training was developed in courts and was carried out under supervision of the mentor (judge), who were the supervisors for implementation of the training program as well as for performance evaluation during this part of the training. Twenty-three (23) mentors were engaged in the reporting period in carrying out the practical part of the training.



6.2.3.3 Training in non-judicial institutions

Practical trainings in non-judicial institutions⁷, aim to provide to newly appointed judges the knowledge about legislation and practices that these institutions exercise in their work, they also equip them with knowledge about the work and activities carried out by institutions that are related to the work of judges.

Form total of 18 institutions that are planned in the training program, the newly appointed judges in 2017, conducted 4 training days. Institutions that newly appointed judges visited are: Kosovo Police, Kosovo Customs, Constitutional Court and the Ombudsperson. In these institutions the judges were informed about the role, organizational structure, work dynamics and challenges that they face.

⁷ Training Program in non-judicial institutions – Initial Training Program for newly appointed judges 2017-2018

6.2.3.4 Training of mentors in the initial training for newly appointed judges

Academy of Justice, before commencing the initial training for newly appointed judges, in cooperation with the EU funded Twinning Project “Further support to legal education reform”, conducted a training for mentors of the criminal law area, who were assigned as mentors for the newly appointed judges. This training’s goal was to familiarize the mentors with methods and techniques of mentoring, their role and duties as mentors, and the adequate forms of their approach in relation with the newly appointed prosecutors.

6.3 Research and Publications Program (RPP)

Important components for professional development of judicial and prosecutorial system professionals are the research and publishing activities⁸ of the Academy in the field of law, which is implemented through the Research and Publications Program.

This program aims to provide to its beneficiaries practical and technical support for research, analysis, publications and access to various legal sources.

6.3.1 RPP objectives

The overall objective of RPP is to support the Academy’s beneficiaries through legal resources, research work and elevating the quality of legal thinking through:

- Needs identification for professional research in judicial development;
- Develop research activities and their publication in the Academy’s magazines and in other forms;
- Create strategic reports with national, regional and international entities that share the common function, goals and objectives;
- Involve experts, especially judges and prosecutors in the legal researches, depending on the needs of the judicial and prosecutorial system;
- Compile and publish important documents that reflect the Academy’s work;
- Provide legal sources through the library, and the e-library for the academy’s beneficiaries.

6.3.2 RPP activities

During 2017 the RPP developed several activities which were mainly focused in the following:

- Research and publishing activities for the needs of the judicial and prosecutorial system;
- Research and analysis for assessing the needs of judges and prosecutors for training as well as developing and improving the quality of training programs for 2018;
- Publishing activities;

⁸ Law No.05/L on the Academy of Justice, Article 6, par. 1.7 and 1.8

- Managing and updating library collections;
- Subscription to the legal electronic databases;

6.3.3 Research activities

During 2017, the Academy of Justice conducted a research on the Appeals Court case law. This research was conducted due to the large number of cases that are returned to retrial in the first instance courts, namely the General Department - Civil Division, the Commercial Department, and the Administrative Department.

The research is focused on identifying the most common causes and problems in practice, which are present in the first instance courts. In this process, a group of the Appeals Court judges were engaged, who in addition to examining their individual in practice, they also discussed thoroughly the findings from the research in two round tables conducted by the Academy of Justice supported by UNDP. The findings from the research with adequate guidance on how to avoid the trend of cases returning to retrial will be published in 2018 in a summary that will serve as a guide for first instance judges to reduce the trend cases that return to retrial.

6.3.4 Research and analysis for assessing the training needs of judges and prosecutors and for the development of training programs for 2018

The RPP in contribution to development of the Continuous Training Program for 2018, conducted analysis and research in the training needs assessment process. In this undertaking, different documents were reviewed and analyzed, to include here training evaluation forms, working reports of courts and prosecutions, KJC and KPC reports, international institution's reports on the justice system, strategic documents that relate to the justice system, including analysis and research programs of regional and international trainings institutions. Media monitoring of both the press and broadcast media, was an aspect considered in this process.

The findings, along with recommendations deriving from analysis of these sources, served to the training curriculum of 2018.

6.3.5 Publishing activities

In order to fulfill the Academy's mandate in the field of publications, RPP is directly involved in the process of issuing publications as well as in their distribution process by preparing dissemination plans for each publication as well as monitoring this process. RPP's contribution to these publications has also been in designing the content, checking the content, and monitoring the printing process. This component, particularly publications that have a guiding character for judges and prosecutors, is also supported by donors such as GIZ and USAID's Justice Sector Strengthening Program (JSSP).

During 2017, Academy of Justice delivered the following publications:

- Samples of writs in criminal proceeding;
- Handbook on legal writing and reasoning;
- Training modules for the Initial Training:
 - Criminal Code of Kosovo,
 - Criminal Procedure Code,
 - Legislation and additional skills,
 - National and International legal order,
 - Personal and inter-personal skills, as well as
- Civil law, administrative law and commercial law
- Republishing of the compilation of international legal tools
- Monthly newsletter;
- Training program for 2018;

Some of the publications like “Justicia” for the newly appointed prosecutors and the “Appeals Court Practice with focus on cases that return to retrial” that were prepared during 2017 will be published in the following year, considering that their preparation process needed longer time due to circumstances and volume of the work for these publications.

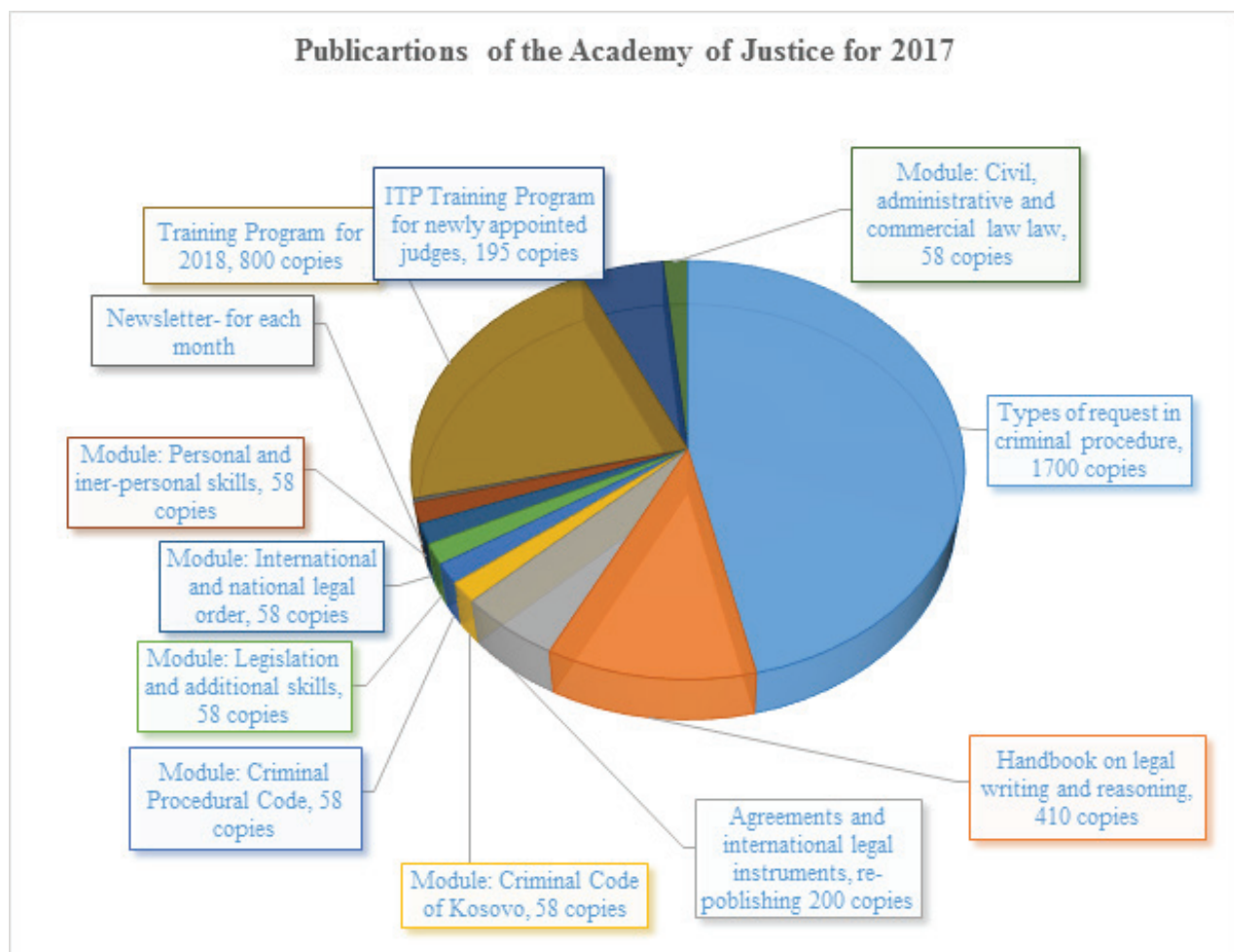


Chart no.24 Publications of the Academy of Justice during 2017

6.3.6 Managing and updating hardcopy and electronic library collections of the Academy of Justice

The Library of the Academy serves as a major source of legal research material supporting the Kosovo judiciary. In this regard, the Academy continued to update library legal collections and providing titles of interest according to the requirements of the Academy's beneficiaries.

Library users are judges, prosecutors, judicial and prosecutorial administrative staff, other professionals, trainers and staff of the Academy. Based on the registration records, the library is most commonly used by newly appointed judges and prosecutors who attend the Initial Training Program, while the most sought and used are the academic books of both local and international authors. According to the data, the number of users of the electronic library is bigger than the physical one, a trend which has included this community as well.

In the framework of the library activities, it continued to catalog new legal material on two platforms through which the Academy's library operates. New legal materials including handbooks, training materials as well as other legal resources have been registered according to the fields and standards of classification and cataloging.

From year to year, the number of users of the Academy's electronic library is increasing. According to the Google Analytics tool generating the data in 2016, there were 1870 users, while in 2017 the number raised up to 6767. For more details, see the chart below that reflects the number of sessions, the number of users, the pages visited, the length of attendance, percentage of new sessions, new visitors as well as returnees.

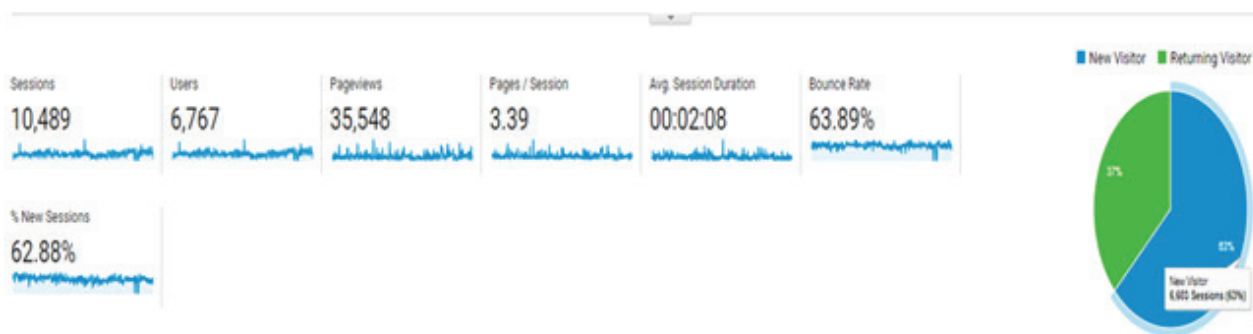


Chart no.25. Data for access to the electronic library

6.3.7 Access to legal resources in international databases

Due to the project: "Further Support to Legal Education Reform in Kosovo" funded by the European Union Office in Kosovo, the Academy of Justice has received subscription on the very important international legal databases such as: Hein Online, Oxford Scientific Authorities on International Law, well as the Max Planck Encyclopedia on International Public Law, which have continued this year as well. These database have been accessible to the Academy's beneficiaries by providing them with more opportunities for legal resources.

In addition to these legal databases, the Academy of Justice, through the continuation of

membership in ABEK (Association of Electronic Libraries of Kosovo), also ensured the access to other databases that EIFL consortium provides for transition countries. Access to these databases varies from year to year. Therefore during this year we have been subscribed to these databases:

- Edward Elgar publications
- Online Cambridge Magazines
- Oxford Online English Language Dictionary
- Oxford Reference Online
- E- Library of International Monetary Fund

6.4 Distance learning

The Academy of Justice already operates with the e-learning platform, which through the developed modules meets the requirements and needs for training of judges, prosecutors, judicial and prosecutorial administrative staff.

During the period of January – December 2017, participants have attended the following online training courses:

- Justice for Children (civil and criminal aspects) for judges and prosecutors;
- Mediation, civil and criminal aspect;
- Legal English for newly appointed prosecutors;
- Information technology for newly appointed prosecutors;
- Stress management for newly appointed prosecutors;
- Information technology for administrative staff of courts and prosecution;

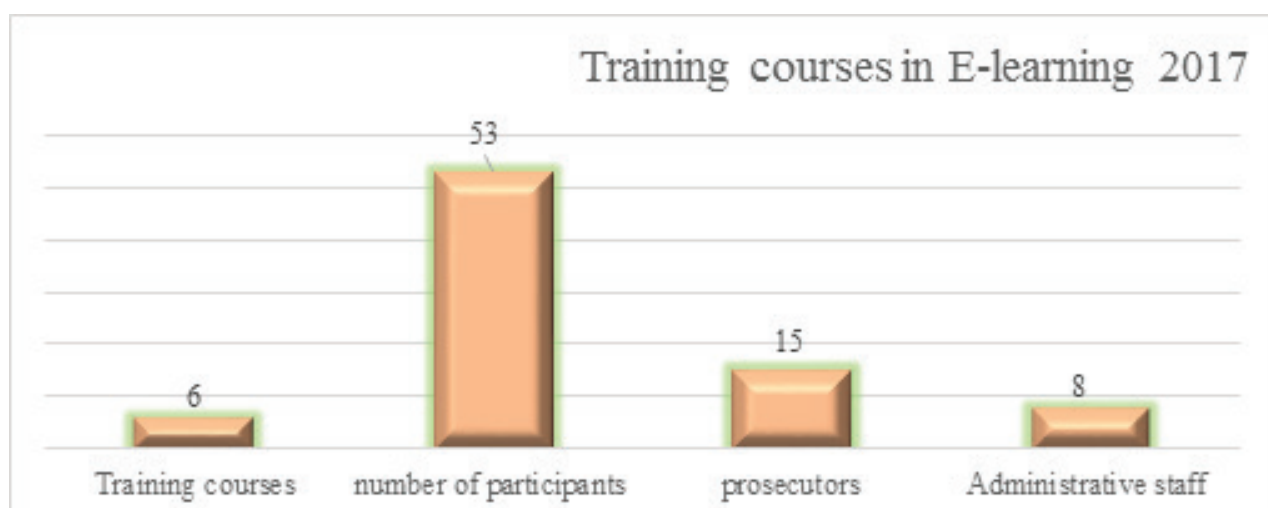


Chart no. 26: Number of training cases and participation on distance learning platform

6.5 Training of Trainers

The Academy of Justice also organized Trainings of Trainers. The implementation of these trainings aimed at advancing the training methodology for the implementation of the training program by applying contemporary methodology of judicial training.

During 2017, were conducted the following trainings:

- Judicial didactic;
- Article 10 of ECHR – freedom of expression;
- Adamant of the training methodology;

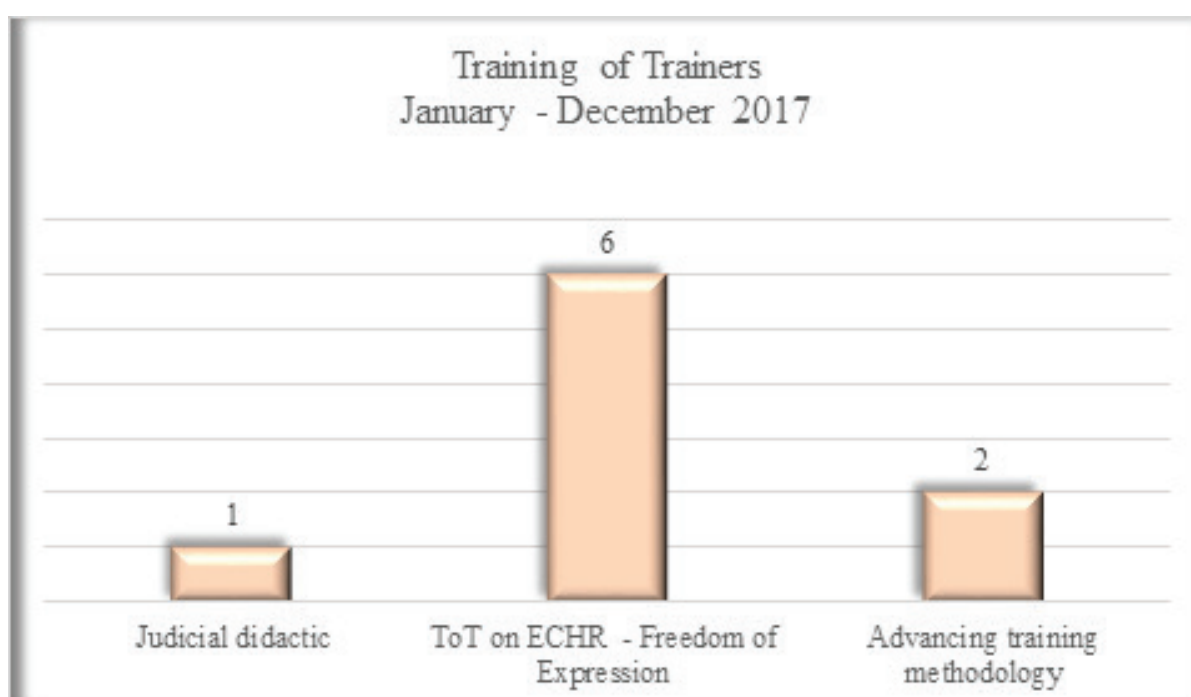


Chart no. 27: Number of Training of Trainers conducted during 2017

6.6 Training on management, judicial and prosecutorial administrative staff and lay judges

6.6.1 Training on courts and prosecution management

Part of the Academy of Justice Training Program is also training for the management of courts and prosecution.

During the reporting period, the Academy of Justice conducted one (1) training for court presidents and chief prosecutors on the topic: Courts and Prosecution Management - Practical Challenges and Curriculum Development.

This training aimed to provide newly appointed court presidents and chief prosecutors to

discuss court and prosecutorial management issues from the point of view of law practitioners.

6.6.2 Training for lay judges

The Academy of Justice has also provided training for lay judges. During 2017, one (1) training was organized on the role and duties of the lay judge in court proceedings.

The main purpose of this training was to advance the knowledge of lay judges regarding juvenile court proceedings, the procedure in statutory matters as well as the ethical issues of lay judges.

6.6.3 Training for judicial and prosecutorial administrative staff

The Academy of Justice, in its mandate, also conducts the organization of trainings for judicial and prosecutorial administrative staff.

During 2017, the Academy of Justice for this category of beneficiaries has accomplished eleven (11) training activities related to: capacity building of the staff of the Kosovo Prosecutorial System, legal writing and reasoning, advancement of performance in the administration of the prosecutorial system, induction course - module 1, induction course - module 2, management of court administration and prosecution offices, roundtable for the preparation of training program for administrative staff, case management, time and stress management, ethics and professional conduct, legal drafting for legal officers and professional associates.

This training aimed to increase the professional and practical knowledge and skills of judicial and prosecutorial administrative staff, improve internal organization and the functioning of courts and prosecution offices, increase the quality of work through drafting and justification of judicial decisions, and increase skills and professional capacities of different categories of judicial and prosecutorial administrative staff in promoting the quality of services provided by this category

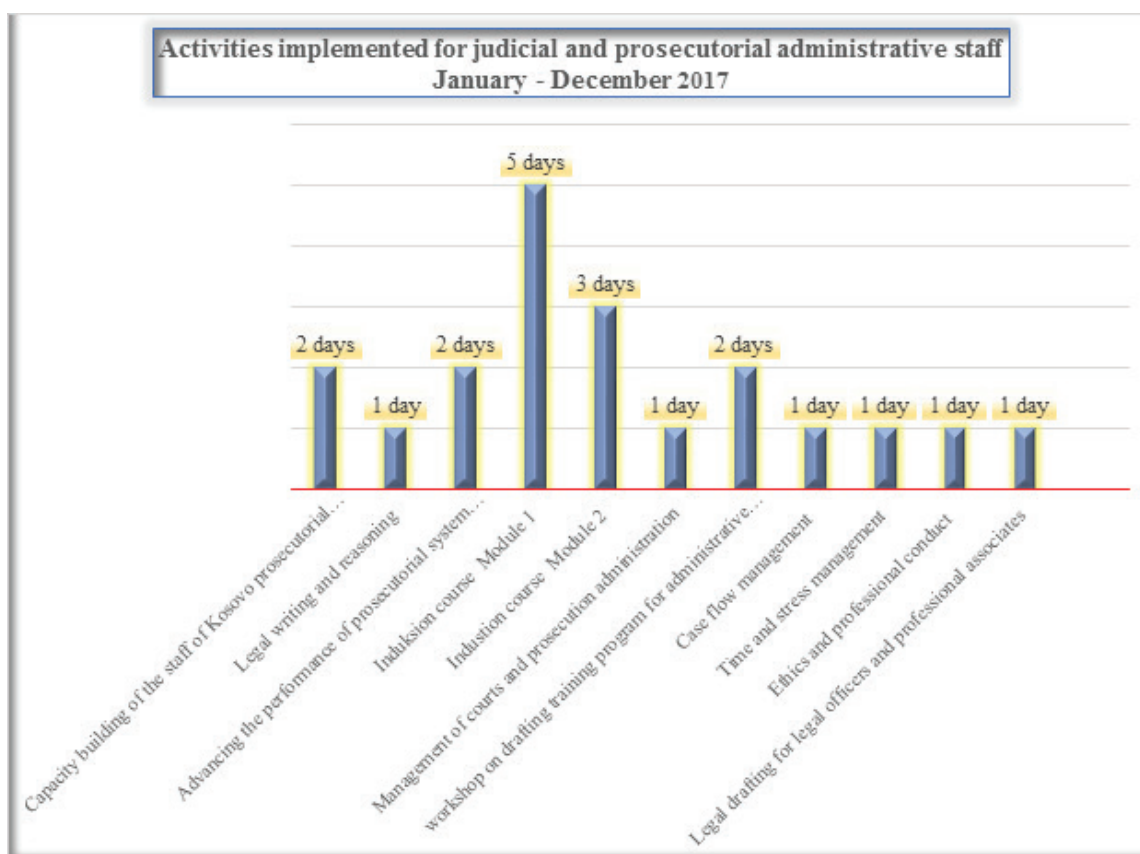


Chart no.8: Number of activities implemented for judicial and prosecutorial administrative staff

6.7 Workshop, roundtables, conferences and other activities

6.7.1 Workshop on drafting normative acts of the Academy

During 2017, the Academy of Justice has conducted three (3) workshops for drafting normative acts resulting from the entry into force of the Law on the Academy of Justice. During these workshops, the Committee on Normative Issues established by the Managing Board of the Academy, together with the working group of the Academy staff have finalized the following acts:

- Regulation on the Work of the Managing Board of the Academy;
- Regulation on the Appointment and Dismissal of the Executive Direction of the Academy of Justice;
- Regulation on Program Council of the Academy of Justice;
- Regulation on Training Fees for State Lawyers, Lawyers and other Free Professions;
- Regulation on Trainers and Mentors of the Academy of Justice;
- Regulation on Amending and Supplementing of the Regulation No. 03/2017 on Initial Training;
- Regulation on Amending and Supplementing of the Regulation No. 06/2017 on Trainers and Mentors of the Academy of Justice;
- Regulation on the Internal Organization and Systematization of Working Positions of the Academy of Justice.

6.7.2 Workshop with trainers of the Academy on drafting training program for 2018

During 2017 was conducted a workshop on drafting the Training Program for 2018.

In this workshop, conducted with the support of GIZ, and based on the training needs assessment process, have been defined the topics that may be part of the Academy's training program for 2018.

During the workshop were selected topics that will be part of the Training Program for 2018 and the concept of training for each proposed topic, where was also drafted a draft Training Program. During the workshop, trainers first analyzed the proposals emerging from the development of training needs assessment mechanisms, and further defined priority topics to be addressed during 2018.

6.7.3 workshop with trainers of the Academy on drafting training program for administrative staff of courts and prosecution

The Academy of Justice during 2017 in cooperation with GIZ conducted a workshop on development of a training program for the administrative staff of courts and prosecution offices. A special contribution to this workshop was provided through mutual cooperation of the Academy with the Judicial Council and the Prosecutorial Council. The purpose of this workshop was to determine the structure of the proposed modules to be part of the training program for judicial and prosecutorial administrative staff during 2018, as well as drafting of the concept papers of

these training modules that resulted from the training needs assessment, conducted by the Twinning Project, supporting the Academy of Justice.

Based on the structure defined for the training program, has been developed the concept of each module and sub module, including: training purpose, dilemmas and description of approaches to addressing these dilemmas during the training, the concept also includes training objectives, content, training methodology, beneficiaries and training duration.

6.7.4 Workshop on Drafting Working Program for 2018

During 2017, the Academy conducted a workshop on drafting the Work Plan for 2018. The workshop focused on drafting of the Annual Working Plan for 2018, discussion of the Academy's needs for a Strategic Plan, as well as Training Regulation focusing on mandatory training approved by the KJC. After analysis and discussion, the working group defined the structure and objectives of each training program, the priorities for one (1) year period and has prepared the working plan.

6.7.5 Workshop on the capacity development of the staff of Kosovo Prosecutorial System

The Academy of Justice during 2017, conducted a workshop on: "Capacity building of the staff of the KPC Secretariat", with the purpose of advancing the knowledge on the development of recourses for public communication, drafting of various legal acts and ensure the approach and the unified standards for drafting all types of acts as well as identifying the needs for obtaining projects from IPA funds 2018-2020.

This workshop addressed important topics for the functioning of the prosecutorial system of Kosovo such as: the role of the KPC Secretariat toward efficiency of the prosecutorial system, working plan for 2017 in the spirit of KPC plans, the KPCS Regulation and work duties, transparency, design and content of the KPC official website as well as other potential platforms.

6.7.6 Workshop "Institutional dialogue between KJC, KPC and AJ for common interests"

The Academy of Justice, the Kosovo Prosecutorial Council and Kosovo Judicial Council, conducted a joint workshop organized with the support of the United Nations Development Program in Kosovo - UNDP.

The main purpose of this workshop was the cooperation between the judicial system institutions in Kosovo by sharing experiences of addressing and managing the main undergoing processes, as well as training on capacity building of judges, prosecutors and administrative staff of courts and prosecution offices, in order to perform their work successfully and efficiently. An important topic of discussion in this workshop was the implementation of the Law on the Academy of Justice, the changes that this law has brought, functions and competences of the Academy of Justice.

6.7.7 Workshop "From Judicial Institute into the Academy of Justice – Strategic planning for legal education of the Kosovo judiciary"

The Academy of Justice, in cooperation with the EU-funded Twinning Project "Further Support for Legal Education Reform", conducted a workshop on: "From Judicial Institute into the

Academy of Justice - Strategic planning for legal Education of the Kosovo Judiciary”. The purpose of this workshop was to discuss the strategic planning for legal education of the Kosovo judiciary by the Academy of Justice. During the workshop, the experts of this project discussed the essential elements of the strategy for training and legal education from the perspective of the EU countries, as well as analyzed and discussed judicial training in Kosovo. In this regard, was presented the concept of the strategic plan for legal education in Kosovo, reflecting the values, principles and objectives upon which the Academy should be guided.

6.7.8 Workshop “Preparation and didactical transformation of real cases”

The Academy of Justice, in cooperation with the Twinning project “Further Support to Legal Education Reform”, conducted a workshop on: “Preparation and didactic transformation of real cases”. The purpose of the workshop was to prepare a group of trainers to be used for conducting activities for future trainers about using the most modern training methods and techniques. During the workshop special attention was paid to the competence-based training, the implementation of contemporary methodology and the use of the most advanced techniques during training, structure and design of the training of trainer program, training for mentors and preparation of training materials.

6.7.9 Workshop on development of legal publications

The Academy of Justice with the support of GIZ conducted a workshop on: “Developing legal publications”. The purpose of this workshop was to strengthen and develop publishing activities of the Academy of Justice with the purpose of documenting the current legal developments, as well as addressing the function of legal publications, publishing process, target group and content, as well as selection and editing issues from the German perspective.

During the workshop, a group of participants highlighted the lack of local publications in the legal field, especially publications of court decisions. This problem as stated remains to be addressed taking into consideration the interest of legal professionals to have more legal resources and publications in this area.

6.7.10 Other activities implemented in cooperation with Twinning Project

The Academy of Justice, in cooperation with the Twinning project “Further Support to Legal Education Reform” funded by the EU, during 2017 conducted five (5) roundtable discussions on the topic “Case-based Initial Training - Handbook Elaboration for Training based on the subject”. The purpose of these roundtables was to clarify in detail the didactic model for elaboration of training modules based on effective learning through group work and real cases. These roundtables focused on the method of selecting practical /real cases, structuring the subject in different learning modules, finding important questions and didactics for selection by the trainees at each level, and creating opportunities for the participants to present the results.

6.8 Cooperation with donors

The Academy of Justice has established a very good partnership with donors and projects that it has accomplished to enhance the quality, functionality, efficiency and professionalism of the judicial system. Thus, important contributions to the development of the Academy's activities include donors who provide support in various forms. In addition to numerous workshops and roundtables, in this regard, they also provided support for participation in various international conferences and forums.

The list below, present donors and activities supported by each project.

No.	
1	<p style="text-align: center;">GIZ</p> <ul style="list-style-type: none"> Financial Investigation Professional Ethics and Deontology Challenges of the Law on Obligations Property and its protection Visit of the German lawyers at the Academy of Justice Fourth Regional Forum on Rule of Law in Southeast Europe Gender equality in judicial procedure and issue of judgment Gender equality in judicial procedure – Judicial Decision Analysis Workshop with trainers of the Academy on drafting of the training program for 2018 Judicial cooperation on EU civil and commercial matters Workshop with trainers of the Academy for drafting of the training program for the administrative staff of courts and prosecution Workshop for development of legal publications Management of courts and prosecution administration Roundtable for drafting of training program for the administrative staff Case flow management Time and stress management Support to the infrastructure of the Academy with tables for training rooms, and other information technology equipment Orientation program for judges and prosecutors integrates according to the Agreement for Justice – Training on civil field (Contested and non-contested procedure and enforcement procedure) as well as interdisciplinary training (Court/prosecution management, cases, Ethics and Demonology)
2	<p style="text-align: center;">UNDP</p>

	<p>Article 6 of ECHR and its implementation</p> <p>Criminal offences against official duty</p> <p>Exchange of experiences of Kosovo and Albania toward judicial implementation of the European Convention on Human Rights and legal guarantees for protection against discrimination</p> <p>Two roundtables with judges of the Appeal Court</p> <p>Implementation of EU Law by judges of the Republic of Kosovo</p> <p>Implementation of the European Convention on Human rights in Kosovo Constitutional System</p> <p>Pretrial reference (incidental) and procedures according to Article 113 par. 8 of the Kosovo Constitution</p> <p>Institutional dialogue between KJC, KPC and AJ for the issues of common interest Seminar on ECHR and legal guarantees for protection against discrimination</p> <p>Support with a local advisor and other activities from the Coordination Mechanism for Justice</p>
3	(OPDAT) - US-DOJ
	<p>Article 2, 3, 4, 5, 6 and 7 of ECHR</p> <p>Trafficking with human beings</p>
4	TWINNING/Project
	<p>Corruption, investigation techniques</p> <p>Judicial didactic</p> <p>Advancement of training methodology</p> <p>From Judicial Institute into Academy of Justice – Strategic planning for legal education of the Kosovo judiciary</p> <p>Preparation and didactical transformation of real cases</p> <p>Management of courts and prosecution – practical challenges and development of curriculum</p> <p>Five (5) roundtables –Case – based Initial Training-Elaboration of the handbook on case-based training</p> <p>Meeting with the Director of the Academy of Brandenburg</p> <p>Visit of the lawyers from Germany in the Academy of Justice</p> <p>Workshop “Preparation and didactical transformation of real cases”</p>

5	Council of Europe Office /JUFREX
	<p>Protection and promotion of diversity, tolerance and gender equality in the context of legislation against discrimination</p> <p>Judicial protection of the property right</p> <p>Training of Trainers for ECHR</p> <p>Meeting with Steering Comity of the Project Strengthening of Judicial Expertise on Freedom of expression and Media in Southeast Europe – JUFREX</p> <p>Training of Trainers on freedom of expression</p> <p>Meeting with Steering Comity of the Project Strengthening of Judicial Expertise on Freedom of expression and Media in Southeast Europe</p> <p>Regional conference “Freedom of expression and internet”</p> <p>Workshop “Cooperation on cybercrime with the focus on proceeds of crime through internet”</p>
6	WINPRO II (NI-CO)
	Protection of witnesses and injured parties
7	OSCE
	<p>Five (5) regional training, treating of domestic violence cases</p> <p>Hate crime</p> <p>Handling cases of violence against media</p>
8	UNICEF
	<p>Judicial review in the procedure against juveniles</p> <p>Punishments imposed to juveniles</p> <p>Execution of measures and punishments against juveniles</p> <p>Educational measures against juveniles</p> <p>Protection of children in cases of changing their status</p>
9	EULEX
	<p>War crimes</p> <p>Internet black market and organized crime</p> <p>Evidence collection on Facebook and other social media platforms</p> <p>Legal drafting for legal officials and professional associates.</p>
10	United Nations Office on Drugs and Crime - UNODC
	<p>Investigation and case trial involving foreign terrorist fighters (FTF) in Southeast Europe</p> <p>Promotion of the training module for foreign terrorist fighters</p>
11	UNHCR
	<p>Movement and residence of foreigners and legal proceedings against them in the Republic of Kosovo</p> <p>Visit to state and justice institutions of Republic of Croatia</p>

12	TAIEX
	Workshop on EU Standards on Initial Training for judges and prosecutors
13	American Embassy
	Orientation program for judges and prosecutors integrated according to agreement of justice – training on criminal field – particularly on Criminal Procedural Code
14	AJ & National School of Magistrates of France -ENM
	Internship program of candidates from National school of Magistrates of France –ENM Internship program – Judicial handling of terrorism Internship program in Bers Court, France
15	Regional Cooperation Council
	Second meeting of the judicial training institutions network of Southeast Europe Meeting of judicial training institutions of Western Balkan Countries Joint meeting of the working group on justice and judicial training institutions of Western Balkan Countries
16	Academy of Justice of Turkey
	International Congress on Legal Education

Table no. 4. Programs supported by donors

6.9 International cooperation

In the field of international cooperation, the Academy of Justice during 2017, developed various activities bee it as a host of delegations of the foreign judicial institutions and not only, but also participating in forums, conferences and different workshops.

The following are the presented activities:

6.9.1 Meeting with Steering Comity of the Project Strengthening of Judicial Expertise on Freedom of expression and Media in Southeast Europe – JUFREX

The Academy of Justice, participated in the meeting of the Steering Committee of the project “Strengthening the Judicial Expertise on Freedom of Expression and Media in South East Europe - JUFREX”, part of which were representatives of the European Union and the Council of Europe, JUFREX project, as well as representatives of all judicial training institutions from the region. The purpose of the Steering Committee meeting was to discuss the activities carried out during the first year of the project, drafting a working plan for the next year at the local and regional level, discuss challenges encountered by the project during the development and implementation of activities so far, challenges that may arise in the future, as well as exchanging ideas and new proposals.

During the meeting were presented the components of the JUFREX project that focus on freedom of expression. The first component focused on training programs aimed at capacity

development on freedom of expression of judges, prosecutors and lawyers, whereas the other two components related to Regulatory Authorities and Media Stakeholders.

6.9.2 Second meeting of the Southeast Europe judicial training institutions network

The Academy of Justice participated in the second meeting of the South Eastern Europe judicial training institutions network organized by the Regional Cooperation Council (RCC), held in Istanbul. The purpose of this meeting was to present and discuss the organizational structure of judicial training institutions, management bodies, strengths and weaknesses of functioning, as well as the best practices. There were also discussed about the needs of training institutions in the field of judicial trainings and support of the independence of these institutions, as well as the possibility for the Regional Cooperation Council to serve as a center for sustainable judicial training in the countries of South East Europe.

6.9.3 Meeting of judicial training institutions of Western Balkan Countries

The Academy of Justice participated in the meeting of the Western Balkans Judicial Training Institutions, organized by the Secretariat of the Regional Cooperation Council (RCC), held in Brussels. In his meeting was discussed the possibility of future cooperation between judicial training institutions of the Western Balkan countries, relevant services of the European Commission, the European Judicial Training Network and the Regional Cooperation Council. Representatives of judicial training institutions had the opportunity, through debates and discussions, to identify areas of inter-institutional cooperation, as well as identify concrete areas where support for joint projects is needed, from which the training institutions can benefit. The participants agreed on the next steps, setting out the short-term and long-term objectives of regional projects.

6.9.4 Joint Meeting of the Working Group on Justice and Judicial Training Institutions of Western Balkan Countries

In the framework of cooperation with the Regional Cooperation Council (RCC), the Academy of Justice participated in the joint meeting of the working group on justice and Western Balkans judicial training institutions. At this meeting was presented a draft report with recommendations for the professional and institutional advancement of the Western Balkans Judicial Training Institutions, the establishment of regional cooperation between these institutions, and the possibilities for support from the European Commission and the Regional Cooperation Council.

The meeting concluded with the conclusions to continue the further joint cooperation between the Western Balkans Judicial Training Institutions, facilitated and supported by the Regional Cooperation Council, as well as the identification of future activities to be implemented as part of this network.

6.9.5 Conference 20'th anniversary of Albanian Magistrate School

Within the celebration of the 20th anniversary of the commencement of its academic activity, the School of Magistrates of Albania organized a scientific conference titled: "Magistrates in the European Perspective", in which participated the Act. Director of Kosovo Academy of Justice. The conference was organized in two panels, the first panel addressed the topic: "International cooperation in capacity building and institutional enhancement of the justice system. The Role of Magistrate School in the European Perspective", while the second panel, entitled: "The role of

magistrates in enhancing the quality and efficiency of justice. Position before and after constitutional and legal amendments”.

In the second panel, representatives of judicial training institutions presented on various topics, while the Act. Director of the Kosovo Academy of Justice, presented the topic: “Mandatory Continuous Training - Right and duty of Magistrates”.

Participation in the first panel of the Judicial Training Institutions of the region aimed to convey the spirit of cooperation with all countries in the region in providing individual experiences and sharing the common European future, seen also in the context of each country individually.

6.9.6 Regional Conference “Freedom of Expression and Internet”

In the framework of the project “Strengthening Judicial Expertise on Freedom of Expression and Media in South East Europe - JUFREX”, with the support of the EU and Council of Europe, in Budva was held the third regional conference “Freedom of Expression and the Internet”.

The purpose of this conference was to raise the awareness and capacity of judges, prosecutors and lawyers involved in matters of freedom of expression and improve the implementation of the European Convention on Human Rights and the case law of the European Court of Human Rights in the field of freedom of expression, in the daily work of the judiciary through interpretation and implementation of local legislation in line with European standards.

The paper work of this two-day conference have been developed with the elaboration of key topics by experienced experts from the Strasbourg Court such as: the concepts of privacy and freedom of expression, the limit of appreciation and evaluation of states for the level of intervention permitted in the protected freedom of expression, internet-privacy and freedom of expression, freedom of expression and insult, as well as hate speech. While on the second day, participants were divided into working groups, thus addressing different cases, exchanging good practices and providing mutual support for the development of domestic court practice in accordance with ECHR case law on issues of media, or Article 10. The delegation from Kosovo was composed of three judges, two prosecutors, two lawyers and one representative from the Academy of Justice

6.9.7 Forth Regional Rule of Law Forum of Southeast Europe

The Academy of Justice participated in the “Fourth Regional Rule of Law Rule of Law in South Eastern Europe” organized by AIRE Center and Civil Rights Defenders, with the support of the United Kingdom Ministry of Foreign Affairs, the Government of Sweden, the Regional Cooperation Council and GIZ.

The purpose of the Forum was to promote the implementation of the European Convention on Human Rights in the region, to encourage cooperation in the continuous development of the rule of law and human rights, and to support the process of EU integration. This year’s Forum focused on the right to freedom of expression in the European Convention on Human Rights, and in particular its relations with the right to respect private life and the right to a fair trial.

The paper work of this forum were attended by more than 160 prominent representatives of the highest courts, the Supreme and Constitutional Court, judicial councils, directors of judicial training institutions, non-governmental institutions and non-governmental organizations of Western Balkan countries, and representatives of these countries at the European Court of Human Rights in Strasbourg.

6.9.8 International Congress on Legal Education

The International Congress on “Legal Education” was held in Istanbul, organized by the Justice Academy of Turkey, in which the Academy of Justice participated as an institution dealing with judicial training, among representatives of judicial training institutions, judges and prosecutors, deans, academics and students from various European and Asian countries.

The speakers focused particularly on the development of legal education at different historical periods, the current legal education situation in different systems in the world, where the achievements and challenges in the field of legal education were presented either in the academic part which is conducted by educational institutions, or even the practical part that conducted in most of the countries by the institutions involved in judicial training.

Part of the congressional developments was the organization of a round table discussion where judicial training institutions participated, presenting current developments, challenges and providing various recommendations for advancing the work of the institutions that organize judicial training.

6.9.9 Visit of the Delegation of Magistrate School of the Republic of Albania

Within the framework of regular co-operation, the High Representative of the Republic of Albania School of Magistrates and other experts from the judicial field have stayed for a working visit to the Academy of Justice. The purpose of the visit was to intensify the cooperation between the two judicial training institutions, as well as to share experiences in overcoming the challenges posed especially in the phase of judicial reform undergone by both institutions. In this regard, the leaders of the respective institutions expressed their willingness and readiness for further engagement in drafting concrete exchange programs such of judges and prosecutors, as well as trainers of these institutions. The delegation from Albania also held meetings with representatives of the judicial institutions, where they were hosted by the Head of Kosovo Prosecutorial Council and the President of Court of Appeal.

6.9.10 Visit of the Delegation of the High Council of Justice of Albania at the Academy of Justice

The Academy of Justice hosted a visit of a delegation from the High Council of Justice of Albania. The purpose of the visit was to get acquainted closely with the work and activities of the Academy of Justice, exchange of ideas and experiences on best practices for the purpose of organizing judicial trainings, and enhancing the level of cooperation between the Academy of Justice and The High Council of Justice and other institutions of the judicial system of Albania.

In this context, was discussed the organization of the justice system and the judicial system in general, the role, function and structure of the Academy of Justice, achievements and challenges, legal framework, mandate and other issues of common interest.

6.9.11 Visit of the German lawyers at the Academy of Justice

The Director of the Academy of Justice hosted a delegation of young lawyers from Germany, which was organized with the initiative and support of GIZ.

In this meeting was presented the work of the Academy, informing the participants in detail about the Academy's activities, the role, structure, legal basis, training programs and the mandate of the Academy. At the end of the meeting, discussions were held on the possibilities for cooperation in exchange of experiences and the practice in the area of judicial training and capacity building in the field of judiciary.

6.9.12 Visit of the German lawyers at the Academy of Justice

The Academy of Justice hosted a group of 16 students from Germany, briefing them closely with the functions and activities of the Academy. At this meeting students were informed about the justice system in Kosovo, the functioning and division of powers, the mandate and main functions of justice system institutions, the role and mandate of the Academy of Justice, and other issues related to the functioning of the justice and rule of law.

On the other hand, the German students appreciated their visit to Kosovo and considered as very important, especially the visit to the Academy of Justice. They expressed their interest in gaining more knowledge of the judicial system in Kosovo with particular emphasis on the work of the Academy of Justice.

6.9.13 Visit to state and justice institutions of Republic of Croatia

With the support of UNHCR and CRPK, a study visit was conducted with the purpose of gaining experience in the Croatian Judicial Academy in the Ministry of Internal Affairs - Sector for Administrative and Inspective Affairs on the topic: "Accountability in the procedure of permitting international protection (asylum) - legislation, as well as judicial practice and decision-making in the courts of the Republic of Croatia".

Initially was paid a visit to the Ministry of Internal Affairs of Croatia - The Service for foreigners and asylum, where the representatives of this institution provided an overview of the legislation in force in the Republic of Croatia and the implementation of EU directives regulating development issues of the international and interim protection procedure in the Republic of Croatia. Part of the visit was also the meeting at the Academy of Justice, where the delegation from Kosovo was hosted by the Director of the Academy of Justice and the head of the Sector for International Cooperation. Participants also had the opportunity to participate in the Roundtable on: "Republic of Croatia - 20 years at the European Court of Human Rights", organized by the Judicial Academy

and the Office of the Representative of the Republic of Croatia at the ECtHR, where they had the opportunity to get acquainted in details with the achievements, obstacles and challenges of the Republic of Croatia in the implementation of the European Convention for the Protection of Human Rights and Fundamental Freedoms (ECHR), the standards and the case law of the ECHR in Strasbourg. Participants in this visit from Kosovo were 2 judges from the Court of Appeal, 2 judges from the Basic Court, 2 representatives from the Academy of Justice and 1 representative from UNHCR and 1 representative from the CRPK.

6.9.14 Workshop “Cooperation on cybercrime with the focus on proceeds of crime through internet”

In Budva, Montenegro, judges and prosecutors from Kosovo participated in the workshop on training of trainers for the Western Balkan countries on “Cybercrime Cooperation, focusing on Internet crime proceeds” organized by the Cybercrime Program Office of Council of Europe, as a responsible unit located in Bucharest. The purpose of this workshop was to build professional capacities in the implementation of investigations and procedures to be followed for combating cybercrime.

The workshop focused on the provision of cybercrime knowledge and electronic evidence, financial investigation and the procedure to be followed in order to combat cybercrime, police, prosecution and court actions, legal and technological procedures to be undertaken in these cases, and undertaking actions in urgent cases regarding domestic and international co-operation and efficiency.

6.9.15 Workshop on EU Standards on Initial Training for judges and prosecutors

Under the organization of TAIEX, was conducted a workshop on: “EU Standards of the Initial Training for Judges and Prosecutors”, the purpose of which was to advance participants’ knowledge on EU standards regarding selection and the initial training of future judges and prosecutors and exchanging best practices and experiences on selecting candidates in the initial training program. During the discussions, were elaborated EU standards on initial training, candidate selection process, entry exams, training module design, assessment and monitoring of the initial program. This workshop facilitated the exchange of best practices among representatives of judicial training institutions and experts of the Belgian Judicial Training Institute, the European Judicial Training Network in Brussels, the Swedish Judiciary, the Dutch Training and Judicial Study Center, French National Magistrate School, and Bulgarian Magistrate School and the European School of Enforcement of Bulgaria.

Participants in the workshop were representatives of the Judicial Training Institutions from the Western Balkan countries.

6.9.16 Visit of the Director of the Academy of Justice in Brandenburg – Germany

The Justice Academy hosted a meeting with the Director of the Academy of Justice of Brandenburg, Germany. This meeting was conducted with the support of the Twinning Project “Further Support to Legal Education Reform”, where were introduced the work of the Brandenburg Justice Academy, the mode of operation, especially the training programs provided to its beneficiaries. The Academy of Justice followed with high interest the presentation of the Director of the Brandenburg

Academy of Justice, in order to gain more from the curricula and training programs, as well as discuss many issues of interest in the training area.

6.9.17 Judicial cooperation on EU civil and commercial matters

With the support of GIZ was organized a regional training on: “EU Legislation”, respectively on the subject: “Judicial Cooperation EU civil and commercial matters”, which was held in Ohrid, Macedonia, where judges participated from the countries of Southeast Europe. During this training were discussed issues related to the application of EU law in the procedures and court decisions of South East Europe countries, as well as issues related to legal cooperation in civil and commercial field. Participants of this training have presented their work on this topic with the purpose of contributing to the establishment of best practices in judicial cooperation in civil and commercial matters in the EU.

6.9.18 Seminar on ECHR and legal guarantees for protection against discrimination

The Academy of Justice, in cooperation with the Albanian School of Magistrates, supported by the UNDP Access to Justice Project, conducted a joint regional event on the implementation of the European Convention on Human Rights and legal guarantees for protection against discrimination.

The purpose of organizing this seminar was the exchange of experiences between the Kosovo judiciary and the Albanian judiciary in the field of implementation of the European Court of Human Rights decisions and implementation of the Anti-Discrimination Law.

The seminar addressed legal framework and judicial practice regarding equality and non-discrimination, discrimination in the field of labor relations, the implementation of the ECHR in Kosovo and Albania, including the ECJ case law referral methodology and the implementation of ECHR decisions in Albania. Also was elaborated the role of the courts and the People’s Advocate in the prevention of discrimination, including UN and European standards on equality and non-discrimination - the importance of recognizing and their implementation by the justice system.

In this seminar was also discussed the practice of the two countries toward implementation of the ECHR and the case law of the ECHR where the specific challenges of Kosovo were presented, and were elaborated cases where Albania was a party to the ECHR proceedings.

Participants in this seminar were: judges and prosecutors from Kosovo and Albania, as well as representatives from the Ombudsperson Institution of the Republic of Kosovo.

6.9.19 Promotion of the training module for foreign terrorist fighters

The Academy of Justice, with the invitation of the United Nations Office on Drugs and Crime (UNODC), the Terrorism Prevention Division (TPB), participated in the inauguration of the Training Module on Foreign Terrorist Fighters, held in Vienna. The purpose of this promotional event was to give participants the opportunity to reflect on the project, discuss the integration of the training module on foreign terrorist fighters in the regular training curricula of judicial training institutions, and strengthen future cooperation between UNODC and judicial training institutions. The inauguration event of the training module on foreign terrorist fighters was participated by 2 prosecutors from Kosovo and a representative from the Academy of Justice.

6.10 Exchange pram

6.10.1 Internship program of the candidates of Magistrate School of France

Based on the Cooperation Agreement between the Academy of Justice and the National School of Magistrates of France - ENM, in close collaboration with the French Embassy in Pristina, from February 20 and March 10, two candidates of this school stayed in Kosovo in a practical training program. The objective of this program was to inform the candidates for judges and prosecutors of France, with the judicial system in Kosovo, particularly in prosecuting, investigating and adjudicating criminal offenses, as well as enforcing sentences, family court cases, contracts and responsibilities, the international dimension of justice and understanding of foreign training systems of judges.

The Academy has played a key role in the preparation and implementation of this internship program, which contains practical training in courts and prosecution offices with the support of judges / prosecutors as a mentor, and meetings with other local and international institutions in Kosovo .

6.10.2 Internship program at Bres Court - France

Under the organization of the District Court in Bres, France, was conducted a practical internship program, which was attended by a prosecutor from Pristina Basic Prosecution Office. The main purpose of this program was to obtain good experiences from the justice system of the Republic of France, particularly from its case law.

During this program have been conducted numerous meetings, where were discussed issues concerning the organizational structure of the judicial and prosecutorial system in France, the organization of the administration of this court, admission of cases, their distribution, case management up to their conclusion, discussing cases with judges, participation in court hearings with different parties and with different nature of criminal offenses ranging from narcotics, theft etc. Also were conducted meetings with judges, prosecutors and other professional associates of this court.

6.10.3 Judicial Training on Terrorism

Based on the Cooperation Agreement between the Academy of Justice and the National School of Magistrates of France (ENM) and support from the French Embassy in Pristina, a Kosovo Special Prosecutor has stayed in France on a practical training program on: “Judicial handling of terrorism”. This training program focused on the practical aspect and direct challenges of the French authorities in preventing, combating terrorism and rehabilitating convicts for various offenses related to terrorism. Special attention has been paid to the role of women in indoctrination, radicalism, material support and concrete assistance in the commission of terrorist offenses, and also the involvement of children directly in the commission of various terrorism acts.

Participants in this training activity were judges and prosecutors from various countries of

Europe, Africa and Latin America, who are facing new challenges in the field of terrorism.

6.11 Internship program – students

Within the framework of the cooperation between the Academy of Justice and the institutions of higher education in Kosovo, during 2017, two students from higher education institution successfully followed and completed the internship program.

During the internship period students had the opportunity to learn closely about the activities that the Academy performs, get acquainted with the functioning of the judicial and prosecutorial system, benefit from the participation in Academy's training and assist in the drafting of reports, preparation of trainings and various activities organized by the Academy.

7. Administration and Finances

The development of the Academy's activities is supported by the Department of Administration and Finance (DAF). Within the DAF, human resources include finance, procurement, information technology, and logistics. DAF's responsibilities are set out in detail in the Regulation on Internal Organization.

The main responsibilities of the DAF are: development and implementation of developing policies in the field of administration, development of a professional, efficient, functional administration and provision of fast administrative services in accordance with the needs and specifications of the Academy, planning, drafting, overseeing and managing the budget and finance including donations, and overseeing and controlling petty cash expenditures, planning, coordinating and managing procurement activities, in full compliance with legal provisions and other by-laws of public procurement, planning, supervision and management of information technology equipment, software programs and telecommunication network systems under the management and administration of the Academy, planning, supervision and management of the Academy's property, provision of logistic services, including supply of goods, sport, facility maintenance and archive.

7.1 Budget and finances

Within the Academy's budget and finance activities, are included various activities related to the planning, management, control and implementation of the budget for 2017.

Within budget and finance, the main activities conducted during the reporting period are:

- Preparation of annual financial statements for 2016;
- Presentation of the Annual Report for 2016 to the Legislation Committee, Mandate, Immunities, Regulation of the Assembly and oversight of the Anti-Corruption Agency, whereas during 2017, the Academy was not called to report to the Budget and Finance Committee of the Assembly;
- Completion of the self-assessment questioner for 2016;
- Preparation of the cash flow for 2017;
- Preparation of Medium Term Expenditure Framework for the period 2018-2020;

- Periodic reconciliation of expenditures with treasury;
- Preparation of periodic financial reports;
- All expenses processed for the period are recorded in internal financial database and in SIMFK.

7.1.1 Budget of the Republic of Kosovo

Expenses incurred during this period are covered by the budget of the Republic of Kosovo as the main source of financial support as well as from support of the donors with grants.

Budget expenditures are included in the following main economic categories, salaries, and per Diems, goods and services and utility expenses and capital expenses. The following table displays the initial budget and the final budget for 2017, including the economic categories.

Budget 2017			
Description	Initial Budget	Budget Reduction	Final Budget
Salaries and Per diems	204,383.99	-	204,383.99
Goods and Services	430,000.00	(55,428.05)	374,571.95
Utilities' Expenditures	16,500.00	(2,000.00)	14,500.00
Capital	13,000.00	(3,259.00)	9,741.00
Donations	-	-	16,127.00
Total	663,883.99	(60,687.05)	619,323.94

Table no. 5. Budget report for 2017

Pursuant to the Law on Budget of the Republic of Kosovo for 2016, the Academy's initial budget for this year was 663,884.00 Euros for all economic categories, including salaries and per diem, goods and services and utilities.

At the end of 2017, were spent: 16,127.00 Euro incomes from donations, 14,400.00 Euro donations from Council of Europe and 1,727.00 Euro are donations from GIZ.

In the budget review process by law are stated savings in the amount of 24,859.00 out of which 19,600.00 euro in goods and services, 2,000.00 euro in municipal expenditures and 3,259.00 euro in capital expenditures.

At the end of the year, the budget has been reduced to 35,828.05 euros, of which 28,700.00 euros have been declared savings, and with the decision of the Government of the Republic of Kosovo are reduced to 7,128.05 euros.

The final budget for 2017 on wages and salaries is 204,383.99 euros, in goods and services 390,668.95 euros including donations, of which 374,571.95 euros from the budget and 16,127.00 euro donations, capital expenditures 9,741.00 euros and municipal expenses 14,500.00 euro

Description	Budget	Expenditures	Percentage
Salaries and Per diems	204,383.99	185,825.07	90.92
Goods and Services	374,571.95	309,848.08	82.72
Utilities' Expenditures	14,500.00	10,258.42	70.75
Capital	9,741.00	9,740.77	100.00
Total	603,196.94	515,672.34	85.49

Table no. 6. Budget Execution for 2017

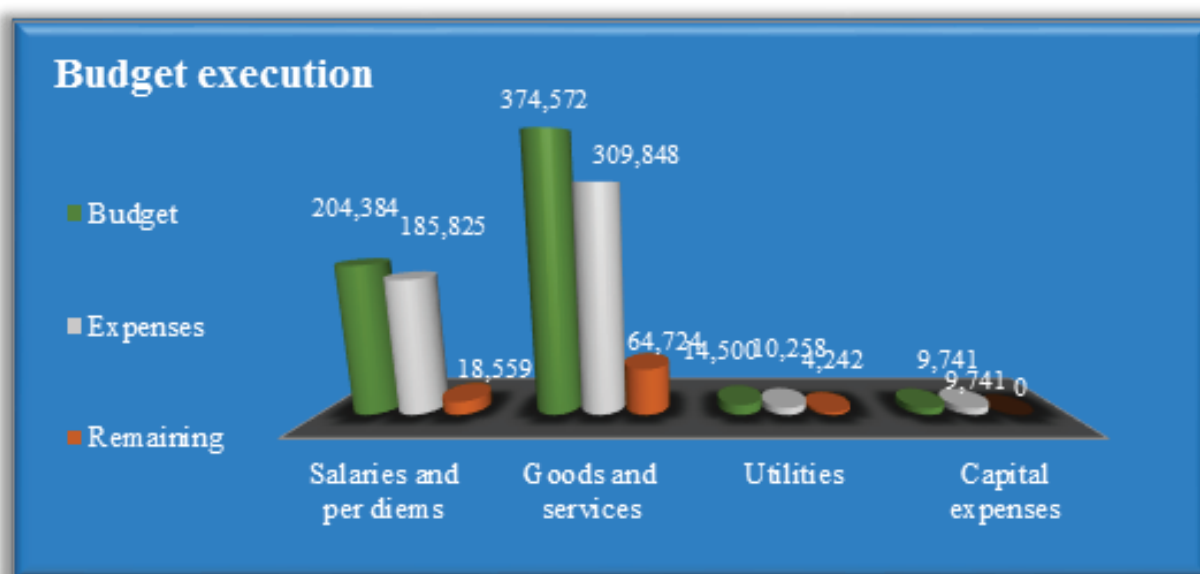


Chart no. 29 Budget Execution for 2017

From the final budget were spent 515,672.34 Euros, or 85.49 % of the budget, which means that the execution of the budget is done according to planning made for this year. Part of the reduced funds has not jeopardized Academy's activities since the initial program planned for newly appointed judges commenced in September, and not as it was planned to commence from the beginning of the year.

The goods and services in Academy's budget include the biggest amount of the budget, both in allocation and expenditure since costs for training services are part of this economic category and also are the main expenditures of the Academy.

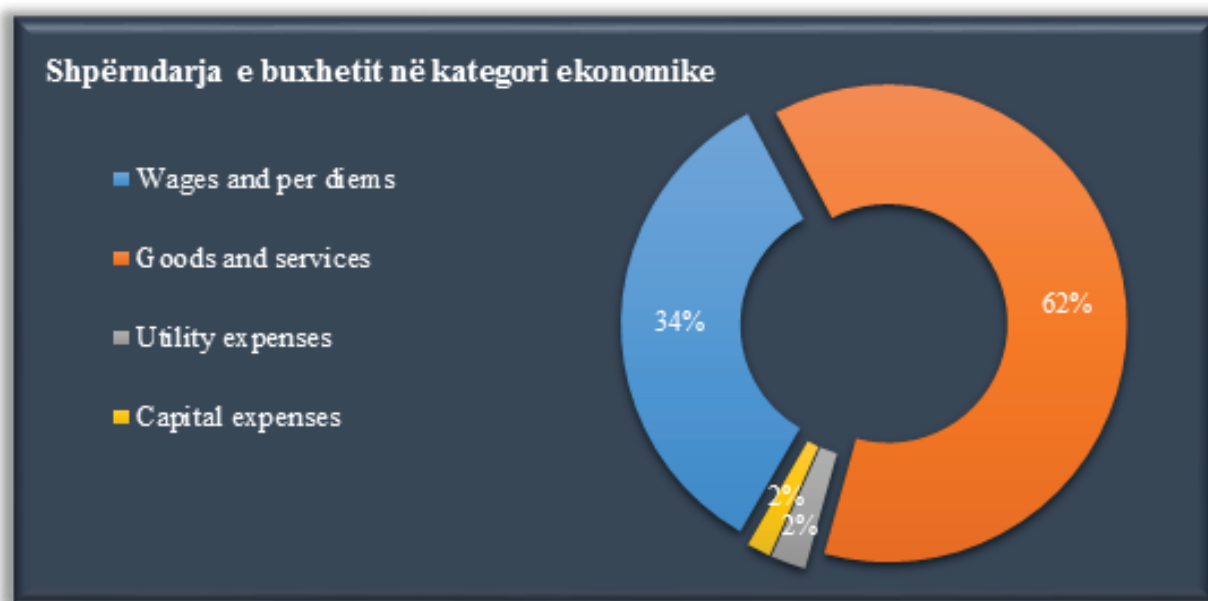


Chart no. 30 Budget allocation

According to this graphic it is noticeable that 62% of the budget is allocated for goods and services, 34% for salaries and per diem, around 2% for utilities and around 2% for capital expenses.

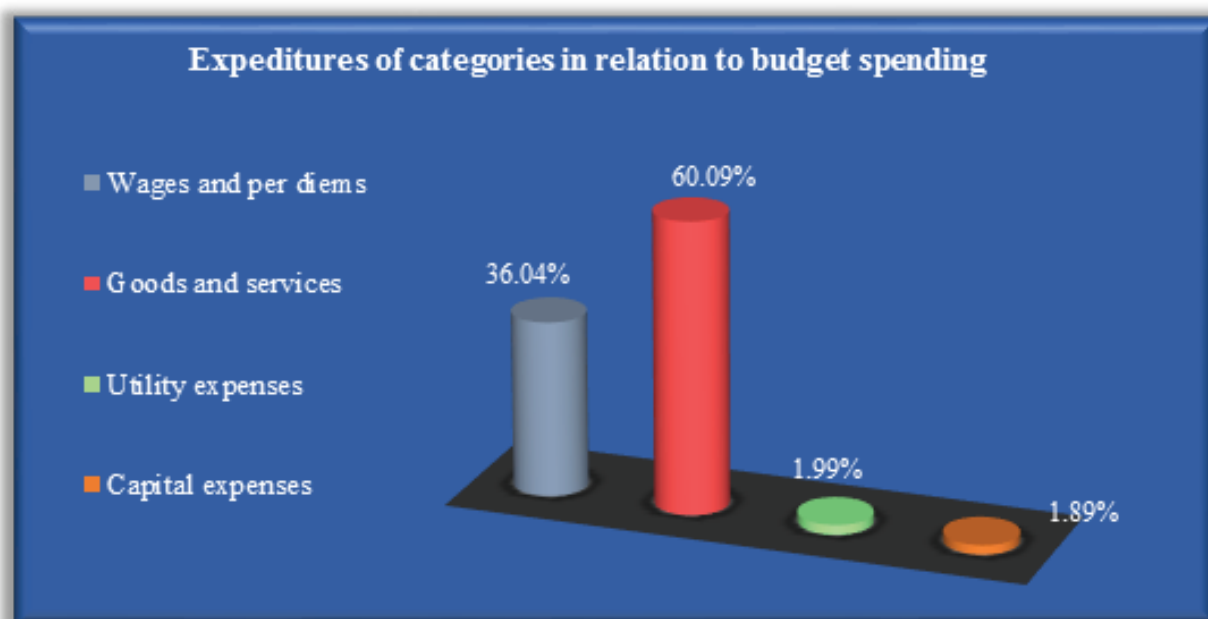


Chart no. 31. Budget spending

In relation to the total amount of budget spent, goods and services are included with 60.09 %, salaries and per diem with 36.04 %, utilities with 1.99 % and capital expenses with 1.89 %.

In the following table, apart from the economic categories the expenditures are also presented for economic subcategories by comparing the yearly budget for each subcategory.

Expenditure per economic categories and subcategories are:

Expenditures according to the category					
Expenses January - December 2017					
Account Number	Name of the Account	Expenses	Budget	Change's percentage	
Paga					
11110	Net wages thru list	157,976.01	176,534.93	18,558.92	89.49
11500	Income tax	10,151.04	10,151.04	-	100.00
11600	Employee contribution	8,849.01	8,849.01	-	100.00
11700	Employer contribution	8,849.01	8,849.01	-	100.00
Amount		185,825.07	204,383.99	18,558.92	90.92
Goods and services					
13142	Accommodation official trips within the country	-	-	-	-
13141	Per diems for official trips	12,591.80	15,000.00	2,408.20	83.95
13142	Accommodation official trips abroad	2,085.00	4,200.00	2,115.00	49.64
13143	Other expenses official trips abroad	806.50	1,000.00	193.50	80.65
13320	Mobile phone expenses	2,431.63	3,360.00	928.37	72.37
13330	Postal expenses	5.60	600.00	594.40	0.93
13410	Education training services	162,563.20	181,344.87	18,781.67	89.64
13430	Different health services	-	480.00	480.00	-
13440	Different intellectual and advisory services	3,089.70	4,812.00	1,722.30	64.21
13450	Non-marketing printing services	642.50	840.00	197.50	76.49
13460	Other contracting services	3,259.65	6,000.00	2,740.35	54.33
13501	Furniture (less than 1000 euros)	-	2,000.00	2,000.00	-
13509	Other equipment	2,998.79	3,000.00	1.21	99.96
13610	Office supplies	4,889.98	13,000.00	8,110.02	37.62
13620	Supply with food, drinks (not official lunches)	3,631.71	6,000.00	2,368.29	60.53
13720	Heating oil	8,913.95	9,600.00	686.05	92.85
13770	Derivatives for generator	-	1,500.00	1,500.00	-
13780	Fuel for cars	1,873.85	3,000.00	1,126.15	62.46
13951	Car insurance	863.50	950.00	86.50	90.89
13952	Taxes on Vehicle Registration	-	50.00	50.00	-
13953	Insurance of building and other	7,468.87	9,800.00	2,331.13	76.21
13950	Vehicle registration	618.08	1,000.00	381.92	-
14010	Maintenance and repair of vehicles	1,250.20	2,400.00	1,149.80	52.09
14020	Maintenance of buildings	6,061.61	7,800.00	1,738.39	77.71
14040	Maintenance of information technology	-	1,200.00	1,200.00	-
14050	Maintenance of furniture and equipment	2,769.49	3,720.00	950.51	74.45
14110	Rent of the building	75,115.08	75,115.08	-	100.00
14210	Advertising and competitions	1,636.00	3,000.00	1,364.00	54.53
14220	Publications	3,601.69	10,800.00	7,198.31	33.35
14310	Official lunch	679.70	3,000.00	2,320.30	22.66
Amount		309,848.08	374,571.95	64,723.87	82.72
Utilities					
13210	Current	6,647.38	8,000.00	1,352.62	83.09
13220	water	566.38	1,500.00	933.62	37.76
13230	waste	641.72	1,800.00	1,158.28	35.65
13250	Phone Expenses	2,402.94	3,200.00	797.06	75.09
Amount		10,258.42	14,500.00	4,241.58	70.75
Capital					
31690		9,740.77	9,741.00	0.23	100.00
Amount		9,740.77	9,741.00		
Total		515,672.34	603,196.94	87,524.60	85.49

Table no. 7. Expenditure per economic categories and subcategories

7.1.2 Financial support by donors

Expenditure presented within this chart are the expenses created by the implementation of the Council of Europe Project and GIZ.

The total budget of donations in 2017 was 16,127.00 euro, 14,400.00 euro are funds from Council of Europe, whereas 1,727.00 euro are donation implemented by GIZ at the end of 2017. Overall total of donations spent 1,097.10 euro.

Donations managed by the Academy are as following:

Year	Donors name	Expenditures	Allocation	Remaining
2017	Council of Europe	1,097.10	14,400.00	13,302.90
2017	GIZ	-	1,727.00	-
Sum		1,097.10	16,127.00	13,302.90

Table 8. Donation managed by the Academy

Donations managed by donors

			2017
Donor name	No. of projects	Nanem of project	€ 0.000
EULEX			17,723
GIZ			116,883
UNDP			15,508
U.S. Department of Justice/OPDAT			15,772
TAIEX			124
Total of Grants in euro			166,009

Table no. 9. Donations managed by donors

Table 9 displays donations managed by donors themselves, which means that these funds did not pass through the Treasury account.

According to the information provided by representatives of donor projects, this table presents donors' financial support only in total expenditures as they were received without being able to be disclosed in detail. However, there are also donors who have submitted reports for the activities conducted with the Academy, but not with financial value.

Presentation and disclosure of donations in this case clearly shows that the Academy has also carried out training activities in support of various donors this year. Although not specified and detailed, the costs covered were mainly the costs of training services, the costs of publications, the cost of study visits.

7.2 General services

In the framework of general services, the Academy 2017, conducted the following activities:

- In administrative, technique and logistic aspect were supported all activities organized by the Academy;
- The NAO auditing has been completed for 2016 and the auditing report has been published;
- Was conducted internal auditing by MF for 2016;
- Was prepared the plan for implementation of recommendations deriving from the auditing report of financial statement 2016;
- Was don the archiving of training materials for study purposes, as well as other relevant documents;

Human resources:

- For 2017, 25 have been approved;
- Maintenance of physical and electronic files of personnel;
- Drafting of different human resources documents and reports;
- Preparation of the plan for the personnel and training plan for the staff for 2017;
- Several recruitment procedures have been conducted to fill out vacant positions;
- Was filled the position of the Executive Director of the Academy;
- Were organized trainings, workshops and roundtables for staff, inside and outside the Academy;
- Was concocted the training plan for 2017;
- Was conducted the evaluation of the work of the staff according to the legislation in force;

Information technology:

- The technical aspect of Mediation in Civil and Criminal Matters has been developed, suitable for the distance learning platform;
- Was conducted the online questionnaire “Needs Assessment for Continuous Trainings for Judges and Prosecutors”.
- Installation of security cameras inside and outside the Academy’s facility;
- Installation of the latest version of the ILIAS distance learning platform;
- 50 headphones receivers have been purchased to be used for simultaneous translation devices;
- Interventions have been made for the necessary changes in online databases and platforms related to the transformation of KJI into the Academy of Justice;
- Regular maintenance of IT equipment such as computers, laptops, servers and other devices;

- The staff has been constantly supported in work processes with issues related to information technology;

Procurement:

- Was drafted the final procurement plan for January-December 2017;
- Requests were submitted according to the procurement plan to the CPA for development of procurement procedures;
- According to the legal changes in the procurement field, the Academy as an institution with fewer than 50 employees has no right to develop procurement procedures which is delegated to the CPA. Based on these changes, the Academy did not conduct any procurement procedure;
- Purchase orders for various services and supplies were executed during this period;

7.3 Auditing by National Audit Office

During 2017, the auditors of the National Audit Office (NAO) and auditors of the Ministry of Finance developed the annual financial statements auditing for 2016. The Final Audit Report of the KJI Financial Statements for 2016 is positive and the annual financial statements in all aspects present a true and fair view (SNISAI 200/1700 Unmodified Opinion).

Aiming the implementation of the recommendations derived from this report, there has been prepared and applied the plan for given recommendation concerning the issues found implemented plan for recommendation about issues found during 2016.

GAO Recommendations and plan for implementation of the recommendations

No.	Recommendation or founding's	Action taken or proposals	Implementation term	Effect
1	Self-assessment questioner – high priority	<p>After the transformation of the Kosovo Judicial Institute into the Academy of Justice, the path for drafting the development strategy of the Academy of Justice was opened.</p> <p>The Academy has formed an internal working group and in cooperation and with the support of the EU-funded Twinning Project and with the involvement of KJC representatives, KPCs, judges and prosecutors, conducted several meetings and workshops in order to identify key strategic objectives in which the Academy should focus on in the coming years.</p> <p>The goal is that within 2017, the strategy and monitoring plan to be finalized and approved by the Managing Board.</p>	June – December 2017	In process
2	Covering positions with Acting Heads – high priority	<p>The Academy of Justice has completed the recruitment process for the position of the Head of Continuous Program, which has been covered by acting officer.</p> <p>Meanwhile, the recruitment process for the position of the Executive Director of the Academy of Justice has ended, which has not been completed within the reporting period but later.</p>	June – December 2017	Completed
3	Asset management - High priority	<p>The Academy of Justice has taken all necessary actions for the registration of assets acquired during 2016 and the completion of asset registers, so all assets from 2016 have been registered. Assets purchased in 2017 are recorded with the exception of some of those that were purchased at the time of drafting of this plan, which are in the process of registration.</p> <p>The transferred property that has been on the property list has been removed from the list.</p> <p>Also, the Main Administrative Officer will establish a commission for inventorying non-financial assets of the Academy.</p> <p>The calculation of the impairment of the value of assets from the e-asset program is not an issue of the Academy, however the Academy has requested and will continually request this program to be functional in order to impair the value of the asset.</p>	June – December 2017	Completed
4	Job title discrepancy between act of appointments and payroll – Medium Priority	<p>This issue has been assessed by the Auditor as a recommendation not implemented last year although this year has not been raised as a separate issue. However, the Academy of Justice will continue the cooperation and coordination among competent institutions that administer and manage the payroll system in order to harmonize the titles of Academy positions, which are part of the payroll, with the act of appointment based on the classification of the approved job positions</p>	August – October 2017	In process

Table no.10 Implementation plan of recommendations

8. Challenges and recommendations

One of the biggest challenges faced by KJI ⁹ during 2017 are as following:

- Legal education reform and transformation of KJI into the Academy of Justice;
- Provision of the budget according to the planning determined by the training programs;
- Drafting and implementation of training programs in support of judicial and prosecutorial system reforms;
- Lack of the Academy building;
- Coordination of the participation of judges and prosecutors in the continuous training;
- Coordination of different donor programs;
- Organization of exchange programs;
- Advancing training methodology;
- Development of training courses through distance learning platform (e-learning);
- Enhance library collections at the Academy;
- Insufficient number of staff according to the approved professional number and removal of staff;

To overcome the above-mentioned challenges, the Academy of Justice provides the following recommendations:

- Land allocation and budget for construction of the Academy building;
- Budget allocation according to the budget request submitted to the Ministry of Finance;
- Increase the number of employees and accepting a similar status of employees in the Academy with those employed in the judicial system, respectively KJC and KPC in order to stop the trend of staff leaving the Academy going to the judicial system;

The Academy's Annual Report for 2017, has been approved by the Managing Board of the Academy on March 23, 2018.

⁹ On 24 February 2017, entered into force the Law No. 05/L-095 on the Academy of Justice, establishing the Academy of Justice as a legal successor of the Kosovo Judicial Institute.

9. Annex

As part of the AJ Annual Report for 2017, are attached the following annexes:

- Annex 1 – Training implemented in CTP
- Annex 2 - Training implemented in ITP
- Annex 3 – Activities implemented in RPP
- Annex 2 – Annual Training Plan of the Academy’s staff for the period of January – December 2017

9.1. Annex 1 – Training implemented in CTP

Month	No.	Training topic	Days	Field	Financer
January	1	Initial hearing, second hearing and the main trial	1	Criminal	Academy
	2	European Convention on Human Rights	4	KEDNJ	US DOJ OPDAT
	3	Preparatory session, main trial and obtaining of evidence	1	Civil	Academy
	4	Special investigation opportunity	1	Criminal	Academy
	5	Minor offence and minor offence sanction according to the new law on minor offence	1	Minor off	Academy
February	6	Organized crime	1	Criminal	Academy
	7	Protection and promotion of diversity, tolerance and gender equality in the context of the legislation on anti-discrimination	1	Civil	Academy
	8	Judicial protection of property right	1	Civil	Council of Europe
	9	Novelties of the Law on bankruptcy	3	Commercial	USAID/CLE
	10	Specialized Training Program for Public Procurement of Kosovo – Session I	2	Criminal	Academy
	11	Alternative procedure	1	Criminal	Academy
	12	Judicial protection in domestic violence cases	1	Civil	Academy
	13	Investigation of financial crimes	1	Criminal	Academy
	14	Protection of children without parental care	2	Civil	Academy

March	15	Special competencies of the Supreme court	1	Civil	Academy
	16	Criminal offences against sexual integrity of children	1	Justice for children – Criminal aspect	Academy
	17	Joint litigants and intermediaries	1	Civil	Academy
	18	Trafficking with human beings	2	Criminal	US-DOJ
	19	Implementation of the European Law by judges of the Republic of Kosovo	1	International	UNDP
	20	Statutory limitation	1	Criminal	Academy
	21	Procedure of the Independent Oversight Board and judicial protection in labor disputes of the civil servants of the Republic of Kosovo	1	administrative	Academy
	22	Judicial protection in cases of defamation and insult	1	Civil	Academy
	23	Quality and evaluation of evidence in criminal proceeding	1	Criminal	Academy
	24	Trade marks	1	Commercial	Academy
April	25	Implementation of the European Convention on Human Rights in the constitutional system of Kosovo	1	KEDNJ	UNDP
	26	Specialized Training Program for Capacity Development in Combating Corruption – Session I	2	Criminal	Academy
	27	Liability for damages caused by an object and dangerous activities	1	Civil	Academy
	28	Protection of injured parties and witnesses	1	Criminal	WINPRO II (NI-CO)
	29	Defendant rights from the initial detention until the end of the criminal proceeding	1	Criminal	Academy
	30	Changes and Novelties to the Code of Professional Ethics and in Regulation on Misconduct of Judges	1	Interdisciplinary	Academy
	31	International legal cooperation in criminal matters	1	Criminal	Academy
	32	Handling domestic violence cases	1	Civil	OSCE
	33	Compulsory share of the inheritance and its infringement	1	Civil	Academy
	34	Handling domestic violence cases	1	Civil	OSCE
	35	Judicial hearing in juvenile proceedings	1	Civil	UNICEF
	36	Handling domestic violence cases	1	Civil	OSCE
	37	Civil registration, subsequent registration and re-registration according to the Law on Civil Status	1	Administrative	Academy

May	38	War crimes	2	Criminal	EULEX	
	39	Monetary annuity - its types and determination	1	Civil	Academy	
	40	Joint Investigation Team	3	Criminal	Academy	
	41	Diversion measures	1	Justice for children – Criminal aspect	Academy	
	42	Specialized Training Program for Strengthening Professional Capacities in Combating Cyber Crime - Session	2	Criminal	Academy	
	43	Stress management	2	Interdisciplinary	Academy	
	44	Investigation and adjudication of cases involving foreign terrorist fighters (FTF) in Southeast Europe	2	Criminal	United Nations Office on Drugs and Crime - UNODC	
	45	Handling domestic violence cases	1	Civil	OSCE	
	46	Handling domestic violence cases	1	Civil	OSCE	
	47	Administration of evidence – leading principles	1	Minor offence	Academy	
	48	Cross-border confiscation	3	Criminal	GIZ	
	49	Indictment	1	Criminal	Academy	
	50	Pretrial reference (incidental) and the procedure according to Article 113 par. 8 of the Kosovo Constitution	1	Constitutional Law	UNDP	
	June	51	Construction Contracts and Responsibility of the Contractor	1	Civil	Academy
		52	Criminal offences according to Customs Code	1	Criminal	Academy
53		Gender equality in judicial proceeding and issuing of judgments	1	Civil	Academy	
54		Admissibility of the request/complaint at the Special Chamber	1	Civil	Academy	
55		Judgments and its types according to the LCP	1	Civil	Academy	
55		Specialized Training Program for Strengthening Professional Capacities in Combating Money Laundering - Session I	2	Criminal	Academy	
56		Temporary confiscation of assets, sequestration and asset confiscation	1	Criminal	Academy	
57		Privatization proceeding of KPA subjects	1	Civil	Academy	
58		Reasoning of Court Decisions in Civil Law Area	1	Interdisciplinary	Academy	
59		Financial investigation	2	Criminal	GIZ	
60		Juvenile and adult trial in a judicial process	1	Justice for children – Criminal aspect	Academy	

July	61	Parties in the proceeding and their representation	1	Civil	Academy
	62	Human trafficking and smuggling of migrants	2	Criminal	Academy
	63	Organized crime, trafficking of drugs and transnational cases, filing of indictment	2	Criminal	Academy
September	64	Implementation of covert investigation measures	1	Criminal	Academy
	65	Joint property of spouses and its portioning	1	Civil	Academy
	66	Article 6 of ECHR and its application	1	ECHR	UNDP
	67	Case management	1	Interdisciplinary	Academy
	68	Criminal offences against official duty	1	Criminal	UNDP
	69	Specialized Training Program on Kosovo Public Procurement Session II	2	Criminal	Academy
	70	Hate crimes	1	Criminal	OSBE
	71	Compensation of material and immaterial damage	1	Civil	Academy
	72	Contract in economy	1	Commercial	Academy
	73	Punishments imposed to juveniles	1	Justice for children – Criminal aspect	UNICEF
	74	Execution of measures and punishments against juveniles	1	Justice for children – Criminal aspect	UNICEF
	75	Movement and residence of foreigners and legal procedure against them in the Republic of Kosovo	1	Administrative	UNHCR
	76	Specialized training program in strengthening of professional capacities for combating money laundering – Session II	2	Criminal	Academy
	77	Minor offences in the field of public peace and order (article 4, 5 and 16 of Law on Public Peace and Order)	1	Minor offence	Academy

October	78	Calculation of punishment	1	Criminal	Academy
	79	Expropriation and compensation of the expropriated property	1	Civil	Academy
	80	Financial investigation	3	Criminal	Academy
	81	Specialized training program for capacity development in combating corruption – Session II	2	Criminal	Academy
	82	Collaboration in commission of a criminal offence and criminal association	1	Criminal	Academy
	83	Article 10 of the European Convention	2	ECHR	Academy
	84	Preliminary review of the lawsuit and preparation for the main trial	1	Civil	Academy
		Gender equality in judicial procedure	1	Civil	GIZ
	85	Protection of children's rights in marital disputes – family	2	Justice for children – Civil aspect	Academy
	86	Handling cases of violence against media	1	Civil	OSCE
	87	Decisions and legal reasoning (minor offence)	1	Minor offence	Academy
	88	Criminal offences against life and body	1	Criminal	Academy
	89	Alternative dispute resolution	1	Commercial	Academy
	90	Trade marks	1	Commercial	Academy
	91	Judicial procedure of the Special Chamber of Supreme Court	1	Civil	Academy
	92	Reviewing credit and property requests during the liquidation process	1	Civil	Academy
	93	Judicial implementation of the Aarhus Convention (the right to information, participation of the public in decision making and access to environmental justice)	1	International Law	Academy
	94	Guideline of the Council of Europe on Friendly Justice for Children	2	Justice for children	Academy
	96	Specialized training program in strengthening professional capacities for combating cyber-crime – Session II	2	Criminal	Academy
	97	Witnesses in Criminal Procedure	1	Criminal	Academy

November	98	Permission of enforcement and deciding on the objection	1	Civil	Academy
	99	Specialized training program for strengthening professional capacities in combating money laundering	2	Specialized programs	Academy
	100	Deciding procedure according to ordinary and extraordinary remedies	1	Civil	Academy
	101	Educational measures against juveniles	1	Justice for children – Criminal aspect	UNICEF
	102	Measures for ensuring presence of the juvenile in the proceeding	1	Justice for children	Academy
	103	Measures for ensuring presence of the defendant in the criminal proceeding	1	Criminal	Academy
	104	Intellectual Property Rights – The Copyright	1	Civil	Academy
	105	Corruption - Investigation techniques	2	Criminal	Twinning IRZ
	106	Roundtable on “Handling the actual dilemmas of the Law on Administrative Conflicts”	2	Administrative	Academy
	107	Legal entities and minor offence procedure	1	Minor offence	Academy
	108	Initiation of investigation and criminal procedure	1	Criminal	Academy
	109	Drafting and reasoning of court decisions in criminal law area	1	Criminal	Academy
	110	Black market on internet and organized crime	2	Criminal	EULEX
	111	Protection of the children rights in cases of their status change	2	Justice for children – Civil aspect	UNICEF
	112	Criminal offences against the economy	1	Criminal	Academy
113	Insuring the lawsuit	1	Civil	Academy	

December	114	Specialized Training Program on capacity development in combating corruption	2	Specialized program	Academy
	115	Judicial procedure for marital resolution	1	Civil	Academy
	116	Criminal Procedural Code	4	Criminal	American Embassy
	117	Criminal Code	1	Criminal	Academy
	118	Judicial procedure for marital resolution	1	Criminal	Academy
	119	Search warrant	1	Criminal	Academy
	120	Evidence collected from Facebook and other social media platforms	2	Criminal	EULEX
	121	Professional Ethics and Deontology	1	Ethics	GIZ
	122	Criminal procedure involving perpetrators with mental disorders	1	Criminal	Academy
	123	Challenges of the Law on Obligation Relationship	1	Civil	GIZ
	124	Contract annulment	1	Civil	Academy
	125	Property and its protection	1	Civil	GIZ
	126	Contested, uncontested and enforcement procedure	1	Civil	GIZ
	127	Specialized training program on strengthening of professional capacities in combating cyber-crime – Session III	2	Penal	Academy
	128	Legal - family relationship, inheritance and domestic violence	1	Civil	Academy
	129	Court/prosecution management and case management	1		GIZ
130	Ordinary legal remedies and ground of the appeal	1	Criminal	Academy	
131	Criminal liability of legal persons	1	Criminal	Academy	

9.2 Annex 2 – Activities implemented in ITP

Month	No.	Activity	Number of session per day	Financing
January	1.	Criminal Code – General part	7	Academy
	2.	Criminal Code – Special part	7	Academy
	3.	Training at the Center for Social Work	1	Academy + QPS
	4.	Practical training in prosecution office	11	Academy
February	5.	European Convention on Human Rights	8	Academy
	6.	Initiation of formal investigation and criminal procedure	8	Academy
	7.	Practical training at Constitutional Court	1	Academy + CC
	8.	Practical training at Oversight Independent Board for Civil Servants in Kosovo	1	Academy + KPMSHCK
	9.	Practical training at Anti-Corruption Agency	1	Academy + Anti-Corruption agency
	10.	Practical training in prosecution office	7	Academy
March	11.	European Convention on Human Rights	2	Academy
	12.	Indictment – Review procedure	6	Academy
	13.	Criminal report	6	Academy
	14.	Practical training at Kosovo Cadastral agency	1	Academy + KCA
	15.	Practical training at Kosovo Customs	1	Academy + KC
	16.	Practical training at Mediation Committee	1	Academy + MC
	17.	Development of the research component and distance learning	1	Academy
	18.	Practical training at prosecution office	11	Academy

April	19.	Indictment – Reviewing procedure	2	Academy
	20.	Covert measures of investigation and surveillance	6	Academy
	21.	Serious crimes	1	Academy
	22.	Minutes	3	Academy
	22.	Practical training at National Audit Office	1	Academy + NAO
	23.	Practical training at the Kosovo Tax Administration	1	Academy +KTA
	24.	Practical training at Forensic Institution	1	Academy + FI
	25.	Practical training at prosecution office	9	Academy
May	26.	Crime scene and forensics	3	Academy
	27.	Search and confiscation	5	Academy
	28.	Measures to ensure the presence of the defendant in the procedure	5	Academy
	29.	Evidence in criminal procedure	2	Academy
	30.	Trial advocacy skills	1	Academy
	31.	Practical training at the State Agency for Personal Data Protection	1	Academy + SAP-DP
	32.	Practical training at Kosovo Chamber of Advocates	1	Academy + KCA
	33.	Practical training at Ombudsman Institution	1	Academy + IAP
	34.	Practical training at the prosecution office	1	Academy

June	35.	Evidence in criminal procedure	4	Academy
	36.	Defendant in criminal procedure	5	Academy
	37.	Witnesses and injured party in criminal procedure	2	Academy
	38.	European Union Law	2	Academy
	39.	Advancing social skills of prosecutors	1	Academy
	40.	Trial advocacy skills	5	Academy
	41.	Mock trial	1	Academy
	42.	Practical training at Correctional Center	1	Academy + CC
	43.	Practical training at Kosovo Police	1	Academy + KP
	44.	Practical training at Prosecution office	6	Academy
July	45.	Advancing social skills of prosecutors	2	Academy
	46.	European Union Law	2	Academy
	47.	Practical training at Prosecution office	3	Academy
August	48.	Statutory limitation	3	Academy
	49.	European Union Law	2	Academy
	50.	Exercising legal remedies by the prosecutor	3	Academy
	51.	Witnesses and injured party in criminal procedure	3	Academy
	52.	Special procedures according KPCK	2	Academy
	53.	Practical training at Prosecution office	12	Academy

September	54.	Obtaining and communication of decision and submission of requests	1	Academy
	55.	Initial hearing, second and the main trial	4	Academy
	56.	Professional ethics	7	Academy
	57.	Cross-border investigation	2	Academy
	58.	Practical training at Public Procurement Regulatory Committee	1	Academy + PPRC
	59.	Practical training at Prosecution office	12	Academy
October	60.	Cross-border investigation	1	Academy
	61.	Professional ethics	3	Academy
	62.	Communication rules	2	Academy
	63.	Stress management	2	Academy
	64.	Administration of the criminal procedure	2	Academy
	65.	Expertise and analysis	4	Academy
	66.	Negotiation of plea bargaining agreement	3	Academy
	67.	Criminal offences of corruption and against official duty	2	Academy
	68.	Avoiding criminal prosecution	1	Academy
	69.	Criminal Code – general part	8	Academy
	70.	Criminal Procedural Code – special part	8	Academy
	71.	Practical training at Prosecution office	12	Academy
	72.	Practical training in courts	14	Academy

November	73.	Avoiding criminal prosecution	1	Academy
	74.	Mediation	2	Academy
	75.	Division line between criminal offence and minor offence	1	Academy
	76.	The role of the prosecutor in criminal proceeding	6	Academy
	77.	Reasoning of decisions (complaints/accusatory acts)	6	Academy
	78.	Criminal Code – general part	2	Academy
	79.	Criminal Procedural Code – special part	2	Academy
	80.	Criminal offences of corruption and against official duty	2	Academy
	81.	Negotiation of plea bargaining agreement	3	Academy
	82.	Defendant in criminal procedure	5	Academy
	83.	Witnesses and injured party in criminal procedure	4	Academy
	84.	Serious crimes	1	Academy
	85.	Constitutional Law	1	Academy
	86.	Practical training at Kosovo Police	1	Academy + KP
	87.	Practical training at Kosovo Customs	1	Academy + DK
	88.	Practical training at Prosecution office	14	Academy
	89.	Practical training in courts	10	Academy

December	90.	Juvenile Justice Code	1	Academy
	91.	International legal cooperation in criminal matters	1	Academy
	92.	Organization of the judicial and prosecutorial system	2	Academy
	93.	Case management	2	Academy
	94.	Procedural expenses and property legal request	1	Academy
	95.	Mediation	1	Academy
	96.	Reasoning of decisions	1	Academy
	97.	Trial advocacy skills	4	Academy
	98.	Organization of the final test for newly appointed prosecutors	3	Academy
	99.	Measures to ensure the presence of the defendant in the procedure	5	Academy
	100.	Covert technical measures of investigation and surveillance	4	Academy
	101.	Expertise and analysis	4	Academy
	102.	Search and confiscation	4	Academy
	103.	Practical training at Ombudsperson Institution	1	Academy + OPI
	104.	Practical training at Constitutional Court	1	Academy + CC
	105.	Practical training at prosecution office	8	Academy
106.	Practical training in courts	9	Academy	

9.3 Annex 3 – Activities implemented in RPP

Period	No	Activities	Beneficiary	Financing
March	1	Workshop on development of legal publications	Beneficiary categories of AJ	GIZ
May-October	2	Roundtable with judges of Appeal Court	Beneficiary categories of AJ	UNDP
	1	The ceremony of promotion the summary of the forms and writs in Criminal Procedure. Agreements and international legal instruments, as well as the Magazine no. 2 of the “Opinio Juris”	Beneficiary categories of the Academy	GIZ
March-December		Research and analysis for needs assessment of judges and prosecutors for training and on development and improvement of the training program quality for 2018	Beneficiary categories of the Academy	Academy of Justice
August	1	The ceremony on promotion of the Handbook on Legal Writing and Reasoning	Beneficiary categories of the Academy	USAID
December	1	Meeting with Editorial Board	Beneficiary categories of the Academy	Academy of Justice
January – December	2	Updating library collection	Beneficiary categories of the Academy	Academy of Justice

Period	Publications	Beneficiaries	Financing
June	Writ forms in criminal procedure		GIZ
June	Re-publication of agreements and international legal instruments	AJ	GIZ
August	Handbook on legal writing and reasoning		USAID
January-December	Newsletter	Beneficiary categories of AJ	Academy
October	ITP program for newly appointed judges	Newly appointed prosecutors	Academy
November	Criminal Code	Newly appointed prosecutors	Academy
December	National and international legal order	Newly appointed prosecutors	Academy
December	Additional legislation and additional skills	Newly appointed prosecutors	Academy
December	Personal and interdisciplinary skills	Newly appointed prosecutors	Academy
December	Criminal Procedural Code	Newly appointed prosecutors	Academy
December	Civil Law, Administrative and Commercial Law	Beneficiary categories of AJ	Academy

9.4 Aneksi 4 – Aktivitetet e realizuara për menaxhmentin e administratës dhe stafin administrativ të gjykatave dhe prokurorive

Month	Nr.	Training topic	Days	Financer
March	1	Court and prosecution management – practical challenges and development of curriculum	1	IPA 2014 Twinning Project” Continuation of Legal Education Support”
March	2	Capacity building of Kosovo prosecutorial system staff, legal writing and reasoning	2	Academy
May	3	Legal writing and reasoning	1	Academy
	4	Advancing performance in the administration of the prosecutorial system	2	Academy
June	5	Induction course – module 1	5	Academy
July			3	Academy
	6	Induction course – module 2		
September	7	Management of the Courts and Prosecution Administration	1	GIZ
	8	Workshop on drafting a training program for administrative staff	2	GIZ
October	9	Case flow management	1	GIZ
	10	Stress and time management	1	GIZ
November	11	Ethics and professional conduct	1	GIZ
November	12	Legal writing for legal officers and professional associates.	2	EULEX

9.5 Annex 5 – Training of Trainers

Month	No.	Training topic	Days	Financier
February	1	Judicial didactic;	1	Twinning project
March	2	Article 10 of the European Convention of Human Rights.	4	Twinning project
April	3	Trajnimi i trajnuesve për lirinë e shprehjes	2	JUFREX
November	4	Avancimi i metodologjisë trajnuese	2	Twinning project

9.6 Annex 5 – Training of Trainers

Month	No.	Training topic	Days	Financier
November	1	The role and duties of lay judges in judicial procedure	1	Academy

9.7 Annex 6 Training implemented for lay judges

Month	Nr.	Training topic	Month	Financier
August	1	Justice for juveniles (criminal and civil aspect) for judges and prosecutors;	2	Academy
October	2	Mediation, criminal and civil aspect	2	Academy
March	3	Legal English for newly appointed prosecutors	2	Academy
October	4	Information technology for newly appointed prosecutors	2	Academy
April	5	Information technology for judicial and prosecutorial administrative staff	2	Academy

9.8 Annex 7 – Annual Training Plan for AJ staff for the period January – December 2017

Training needs	Number of Civil Servants that should be trained	Adjustment * with training priorities	Title of the program/course and its duration (if known)	Training provider (if known)	Preferred term
Communication of the government with the public	1	2	General management		February – December
Drafting, implementation, coordination and monitoring of policies	1	2	General management		February – December
Planning and decision taking	1	2	General management		February – December
Organizational conduct	1	2	General management		February – December
Ethics, integrity and transparency in public administration	1	2	Administration and legislation		February – December
Constitution and normative hierarchy	1	2	Administration and legislation		February – December
Assessment of normative impact and drafting of concept documents	1	2	Administration and legislation		February – December
Organization and functioning of public administration	1	2	Administration and legislation		February – December
The right to personal data protection and access to public documents	1	2	Administration and legislation		February – December
Administration procedure	1	2	Administration and legislation		February – December
Drafting of legislation	2	2	Administration and legislation		February – December
Communication and drafting of writs in Public Administration	2	2	Administration and legislation		February – December
Managing archive documents	1	2	Administration and legislation		February – December
Planning recruitment and selection	3	2	Human resources		February – December
Setting the objectives and evaluation of working results	2	2	Human resources		February – December
Code of Ethics and responsibilities in CS	3	2	Human resources		February – December

Code of Ethics and responsibilities in CS	1	2	Human recourses		February – December
Survey and disciplinary matters	3	2	Human recourses		February – December
Training needs assessment and building training plan	1	2	Human recourses		February – December
Public procumbent (10 module)	1	2	Human recourses		February – December
Managing of public finances	1	2	Budget and finances		February – December
Public-private partnership	1	2	Budget and finances		February – December
Financial management and internal auditing	1	2	Budget and finances		February – December
Windows server	2	2	Information technology		February – December
SQL server	2	2	Information technology		February – December
Debian OS	2	2	Information technology		February – December
eLearning	2	2	Information technology		February – December
SharePoint Server	2	2	Information technology		February – December
Approximation of national legislation with the EU legislation	1	2	Training on EU		February – December
Implementation of SAA policies, monitoring and implementation report	1	2	Training on EU		February – December
External assistance, monitoring and project evaluation	1	2	Training on EU		February – December
Initial training on EU	1	2	Training on EU		February – December
Legal and legislative aspects of SAA	1	2	Training on EU		February – December
EU structural funds	1	2	Training on EU		February – December

