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Akademia e Drejtësisë - Akademija Pravde - Academy of Justice

**The annual working and
performance report of the Academy
of Justice for the 2022**

Pristina, 2023

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performance report of the Academy
of Justice for the 2022**

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Acronyms

AELK – Association of Electronic Libraries of Kosovo
AJ – Academy of Justice
CPA – Central Procurement Agency
FLAA – Free Legal Aid Agency
AFD – Administration and Finance Department
SCSC – Special Chamber of the Supreme Court
EIFL - Electronic Information for Libraries
EJTN – European Judicial Training Network
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
KEDNJ – European Convention on Human Rights
KJC – Kosovo Judicial Council
KPC – Kosovo Prosecutorial Council
IOBCSK – Independent Oversight Board for the Civil Service of Kosovo
CPCK – Criminal Procedure Code of Kosovo
LOR – Law on Obligational Relationships
OSCE – Organization for Security and Cooperation in Europe
CPEA – Chamber of Private Enforcement Agents
RPP – Research and Publications Program
ITP – Initial Training Program
CTP – Continuous Training Program
ISFMK – Information System for Finance Management of Kosovo
CCRSK - Central Criminal Records System of Kosovo
IT – Information Technology
USAID - The United States Agency for International Development
UNDP – The United Nations Development Program
UNHCR – UNHCR Mission in Kosovo
NAO – National Audit Office

Introductory statement

The Annual Report of the Academy of Justice for the 2022 lays out the training and other activities that took place during this period, serving to the function of professional development for judges, prosecutors, administrative staff of the judiciary and prosecution, as well as for other legal professionals.

All the training activities until the end of March 2022 were conducted online due to restrictions imposed by the COVID-19 Pandemic, while from April until the end of the year, the trainings were conducted in person, in compliance with the contemporary standards of judicial training.

The Continuous Training Program scope covered competencies according to departments of courts and prosecution offices in response to their training needs. Besides this, CTP provided specialized trainings in specific areas like combating organized crime and corruption, money laundering, financial investigation, fraud in public procurement, as well as training on protection from domestic violence, protection of human rights and liberties that derived as training needs from judges and prosecutors, and they were national priorities based on the national strategic documents, and relying on assessment and recommendations of the EU Report on Kosovo.

The Initial Training Program, included practical training sessions for the 24 newly appointed judges of the 8th generation. Then the theoretical training for the 9th generation, that included 48 newly appointed judges commenced, as well as for the 6 newly appointed prosecutors of generation 9, who also attended training in the Initial Training of the Academy of Justice. The training program for both profiles will continue in some part of the 2023 as well, considering that their program commenced in July 2022¹.

For the professional associates and legal officers, the trainings were carried out from the basic criminal material and procedural training modules, while for the other administrative staff of the courts and prosecutor's offices, training activities were carried out in compliance with the function and duties of the job. Special attention has been paid to training on ethics, communication, file management, etc.

Trainers are a key factor for implementing the training programs, and therefore the AJ has paid particular attention to strengthening of training capacities particularly conducting Training of Trainers in areas of cybercrime, terrorism, domestic violence, mediation and protection of whistleblowers. These trainings were attended by trainers from the ranks of judges, prosecutors and different legal professions.

This report outlines in details the activities conducted with the AJ budget and a considerable part with the financial support of the donors, associates and stakeholders of AJ.

The research and publications are conducting activities for the training needs assessment and designing of training programs and other activities in the publications area.

Within the scope of training programs for free legal professions, Academy has provided trainings for private enforcement officers, free legal aid officials, as well as victim advocates. Also the state

¹ Number from 24, 48 and 6 means the decreed for respective positions and does not associate with the number of attendants until the end, particularly for generation IX of the judges.

attorneys and other legal professions were enabled to participate in continuous training programs together with judges and prosecutors on the topics that were of interest for these professionals.

The report also presents the data on the budget expenditures and procurement activities that fall under the Administration and Finance Department.

At the end, I would take the opportunity to thank everyone, starting from the Managing Board, the Program Council, the Trainers, the staff, friends and associates of the Academy for the dedication and maximum commitment to implement all these activities that serve to the capacity growth of the judicial and prosecutorial systems of Kosovo.

Sincerely,
Vaton Durguti
Chairman of the Managing Board

1. Executive summary

In the reporting period, Academy of Justice through the training program and provision of the legal resources continuously has been committed to thrive in professional and interdisciplinary capacities of judges, prosecutors and its beneficiaries as foreseen by the law. The Training programs are developed and designed based on the training needs assessment including the specific requirements and priorities of the KJC, KPC, the Rule of Law Strategy and other strategies that relate and impact the work of the judiciary and of other judges, prosecutors and other legal professionals of the Kosovo Justice system.

Content of the continuous training program dedicated to sitting judges and prosecutors, as well as the content in the initial training dedicated to newly appointed judges and prosecutors was comprehensive covering all areas of law.

Within the framework of continuous trainings, in addition to specialized trainings for organized crime and corruption, as well as other offences of misuse of official duties, special attention has also been paid to trainings on the novelties to the Criminal Procedure Code, roundtables on the unification of judicial practice in the criminal, administrative and civil fields, which have been confirmed by their beneficiaries to be much more effective and moreover address practical challenges and difficulties. Judges, prosecutors and other legal professionals, such as police officers, customs officers, the financial intelligence unit, lawyers, etc., have participated in the continuous trainings.

In the framework of initial training, the training program for 24 judges who started their initial training in 2021 was successfully completed, as well as the training program for 48 judges and 6 new prosecutors commenced and was carried out during this reporting period. At the request of KJC, the initial training for judges has started to be implemented intensively 5 days a week with theoretical training sessions on all training modules to continue further with practical training sessions during the year 2023 in the respective courts where they are appointed. The initial training for prosecutors has started to be implemented in parallel with theoretical training sessions 2 days a week, and 3 other days of the week with practical training sessions in the respective prosecutors' offices where they are appointed. The initial training for new judges and prosecutors is expected to continue during 2023 as the training lasts 12 months, while the training for these groups has started in July 2022.

According to the law, professional associates as well as the administrative staff of the courts and prosecutor's offices are also beneficiaries of the AJ programs. During this year, the trainings for professional associates and legal officers were implemented, organizing the training sessions from the basic criminal material and procedural module to continue in the following year with the civil aspect as well. The professional associates have also attended joint trainings with judges and prosecutors. During the reporting period, AJ has also organized trainings for the administrative staff of the courts and prosecutor's offices, dedicated to certain profiles such as administrators, assistant administrators, heads of the office for case management, archivists, etc. The report also includes other activities dedicated to other professionals, including private enforcement officers, FLAA officials, state attorneys, victim advocates, etc.

For implementation of the trainings, AJ engaged trainers from the ranks of judges, prosecutors and other experienced legal professionals and also international experts who have offered the best

judicial practices in criminal, civil, commercial administrative cases, and especially on Justice for children and in the area of human rights in general.

The report provides in detail the trainings that have been carried out for each category, including the number of participants, respectively the trainees.

The report also presents activities for increasing the capacities of trainers in the field of cyber crime, terrorism, domestic violence, whistleblower protection and mediation issues.

Legal resources have continued to be at the service of AJ beneficiaries, especially electronic formats and international legal resources through AELK.

The Academy has been successfully represented in regional and international conferences and meetings, while it has provided great help in facilitating the participation of judges and prosecutors in training in various judicial training institutions at the regional and international level, which were aimed at their professional development.

As every year, during 2022 AJ continued to receive support from donors and other partners who assisted in the training needs assessment, in the design of programs and their implementation. Through their international expertise, they promoted the best practices in fighting and preventing different forms of criminality.

The report also contains activities for the adequate management and execution of the budget of the Academy of Justice for the correct implementation of its activity according to the law and the fulfillment of the objectives set forth in terms of the professional development and training of judges, prosecutors and other legal communities who are beneficiaries according to AJ law.

2. Mandate of the Academy of Justice

The Academy of Justice is a public, independent institution with a function to increase the professional and interdisciplinary capacities of judges, prosecutors, judicial and prosecutorial administrative staff, as well as according to requirements and opportunities for the free professions. The Academy of Justice performs this function through the development and implementation of training programs and legal resources in accordance with the training needs identified by the training needs assessment process. The Academy of Justice also conducts analysis, research and publication activities for the needs of the judicial and prosecutorial system as well as other free legal professions.

- **Mission**

To provide qualitative judicial training for judges, prosecutors and judicial and prosecutorial administrative staff, as well as for other professionals of the judiciary, provide analysis, research and publication activities, in accordance with the legal framework and the best internationally recognized standards.

- **Vision**

To serve as a modern institution of learning, adapted to the general dynamics of development, the main contributor to an impartial, independent and professional judiciary that enjoys the public trust.

2.1 Legal framework and strengthening of the Academy of Justice

Academy of Justice exercises its activity pursuant to the Law No. 05/L-095 on the AJ, whereas as of September 2002 also pursuant to the Law No. 08/L-063, Chapter IV on amending and complementing the Law No. 05/L-095 on the Academy of Justice and the bylaws, presented below:

- 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 Legal Professions; Regulation No. 06/2017 on Trainers and Mentors of the Academy of Justice;
- Regulation No. 08/2017, on Amending and Complementing the Regulation No. 06/2017 on Trainers and Mentors of the Academy of Justice;
- Regulation No. 01/ 2018 on Internal Organization and Systematization of the working Places in the Academy of Justice;
- Regulation No. 01/2020, on Amendment and Complementing of the Regulation No. 03/2017 on the Initial Training.

2.2 Developing the legal basis in the reporting period

During the 2022, the process for organization and better functioning of the state agency and independent agencies by bringing the *Law No. 08/L-063 for Amending and Complementing the laws that relate to rationalization and placement of accountability lines of the independent agencies*. This Law includes also the Academy of Justice which further preserves the independence of the Academy of Justice by putting the supervision of the Academy of Justice to its Managing Board.

Also, during this reporting period, the AJ worked with the KPC on the draft protocol for mandatory trainings for prosecutors with permanent mandate and it has been finalized and approved by the AJ and KPC and it is expected to start implementation upon requests that derive from the performance evaluation of prosecutors. Similarly, it is expected to act with the KJC for mandatory training for judges. Also, the current Regulation on Trainers and mentors has passed several stages of its review, particularly with regard to further strengthening of the criteria for selection of trainers and mentors. Its finalization is expected to take place upon recruitment of trainers and their engagement for implementing the training programs.

2.3 Legal obstacles that the Academy of Justice had in fulfilling

During implementation of the AJ Law in practice, highlighted difficulties arose and they impacted on completion of its mission. The Law No. 05/L-095 on the Academy of Justice, respectively Article 19, and the Law No. 06/L-054 on Courts, respectively Article 31 that refer to the Initial Training foresee it as a mandatory training with duration of 12 months and in constitutes of the theoretical and practical training parts. The Kosovo Judicial Council on the other hand, considering the overload with cases in courts has decided that also the newly appointed judges decide on a considerable number of cases of the lighter nature. This situation has hindered completion of the initial training according to the Law on AJ, considering that some judges could not attend the training sessions in order to proceed with the cases that they were assigned.

Supplement and amendment of the Law No. 05/L-095, respectively Law No. 08/L-063 on the amendment and supplementing of the laws related to the rationalization and establishment of the accountability lines of independent agencies, has resolved a great and long standing dilemma regarding the status and accountability line of the AJ. Based on this law, the Academy of Justice remains a public institution that reports to the AJ Managing Board on its work. While, with this law it continues to have the status of an independent institution, the expectations of the Academy of Justice are to address the legal obstacles it has had and to fully exercise its activity. However, even further, the determination of by-laws decisively with Law no. 05/L-095 makes it impossible for AJ to issue by-laws that are also necessary for the continuous trainings as well as in the area of AJ publications.

In the concept document that is in the process of the Ministry of Justice for the Law on the Academy of Justice, the legal issues that must be addressed and included in the amendment of the current law or even in the drafting of the new law are provided. All relevant institutions such as AJ, KJC, KPC, MoJ, Civil Society as well as international experts from EUKOJUST and OPDAT are represented in the working group.

2.4 Functions and competencies of the Academy of Justice

Based on competencies determined by Law, academy of Justice performs the following functions:

- a. Develop training programs and organize training for judges and state prosecutors in compliance with the applicable legislation;
- b. Develop the training needs assessment process through mechanisms determined by the Academy, and based on requests of the Kosovo Judicial Council (herein KJC), and the Kosovo Prosecutorial Council (KPC);
- c. Organize trainings for the administrative staff of the judiciary and prosecution, after preliminary coordination of the training needs with KJC and KPC, in compliance with the applicable legislation;
- d. May organize continuous professional trainings for state attorneys, lawyers, notaries, private enforcement officers, bankruptcy administrators, and other professions based on the Academy assessments, upon the request of the competent institutions;
- e. Develop and conduct training programs in cooperation with KJC, KPC, free legal professions chambers or respective institutions;
- f. Keeps the data on trainings and programs taking place in the Academy in compliance with the applicable legislations;

- g. Establish and maintain cooperation with national and foreign institutions, similar with the work that it does, including the professional practices and exchange programs.
- h. Perform analysis, research and cooperation with scientific institutions;
- i. Issue obligations that meet its mandate for the needs of the judiciary and prosecution and judicial system and free professions;
- j. Perform other duties set forth by law and other acts of the Academy.

3. Bodies of the Academy of Justice

Academy of Justice performs its function through its main bodies like the Managing Board and the Executive.

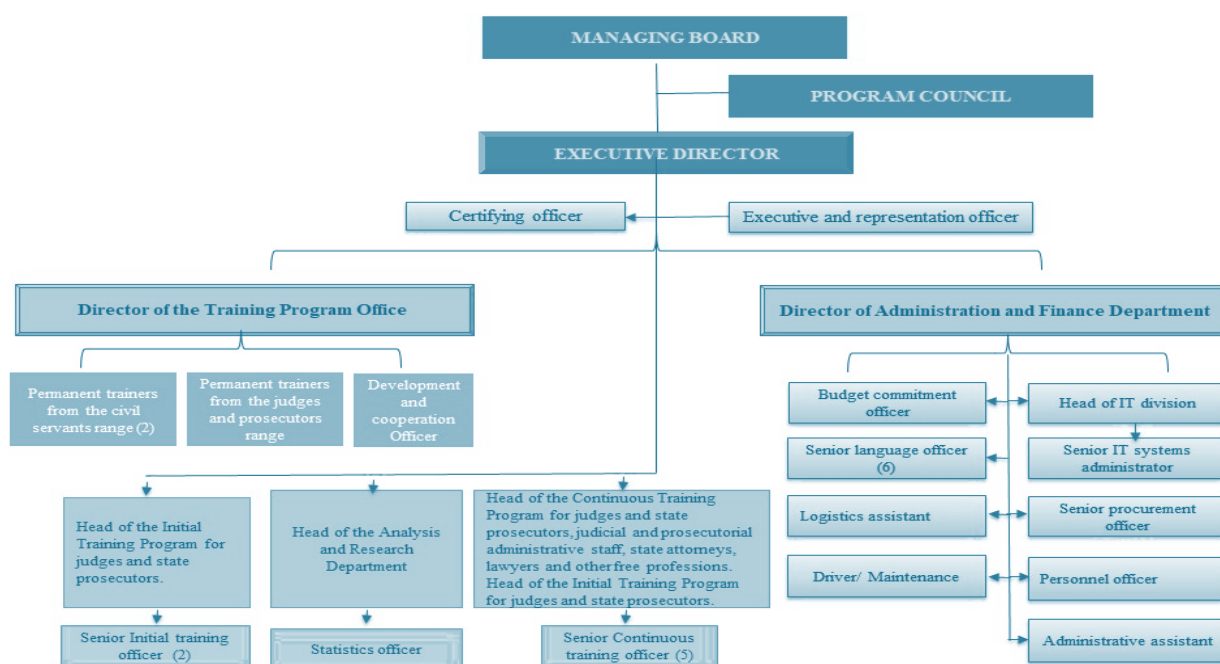


Chart no. 1

3.1 Managing Board Composition, competences and activities undertaken

Managing Board of the Academy consist of nine members, two of whom are ex-officio members, and seven are from the institutions stipulated below:

Ex officio members are the Supreme Court President and the Chief State Prosecutor. Other members are:

- a. 3 (three) members designated by KJC and that one member coming from the basic court, one from the appeals court, and from the KJC Secretariat;
- b. 3 (three) members designated by KPC to include one prosecutor form Basic Prosecution, one prosecutor from the Appeals Prosecution and one from the KPC Secretariat;

- c. 1 (one) member appointed by the Ministry of Justice;

The members of the Managing Board are appointed for a one term of four (4) years, without the possibility of re-election.

According to the law, the Managing Board of the Academy has the authority to:

- a. Approve by-laws defined by the law on AJ;
- b. Approve the draft budget of the Academy;
- c. Approve the development strategy, the work plan of the Academy and the training program;
- d. Approve the list of trainers and mentors;
- e. Supervision of the work of the Academy;
- f. Determination of priorities in the provision of training in cooperation with the KJC and the KPK;
- g. Election and dismissal of the Executive Director;
- h. Appointment and dismissal of members of the Program Council;
- i. Carrying out other work defined by law and by-laws;

Activities of the Managing Board

The Managing Board has successfully supervised the work of the AJ. In the reporting period, eight (8) meetings were held in total. In accordance with its mandate, the Board issued decisions that further advanced the work of the AJ, discussed and approved the training programs, the annual report, the work plan of the AJ and decided on various issues that relate to the work and activities of the AJ.

The following are details of the most important issues decided during this year:

1. Establishing a coordinating mechanism that will serve to enhancement and coordination of the activities resulting from the Action Plan for Implementation of the Strategy for the Rule of Law 2021 -2026, which are related between the Academy of Justice, the Judicial Council of Kosovo and Prosecutorial Council of Kosovo;
2. The establishment of a special commission for the evaluation of research works in the initial training, for newly appointed judges - generation VIII, which consists of trainers of the initial training for newly appointed judges - generation VIII, who cover the field where the research works are selected by the newly appointed judges. The compensation of the members of this commission should be equivalent to the compensation of temporary trainers for one day of training;
3. Approval of the Training Program for newly appointed prosecutors - 9th generation with the recommendations of the Program Council;
4. Approving the Training Program for newly appointed judges generation VIII- list of modules, with the recommendations of the Program Council and the Governing Council, as well as approved the amendment of point 1. Training Program for newly appointed prosecutors - generation 9 according to the recommendations of Governing Council;

5. Approval of the Annual Report of the Academy of Justice for 2021;
6. Approval of the budget request
7. Approving the request of the Prosecution Council of Kosovo to start the initial training for the decreed prosecutors of the IX generation, as well as the proposal of the Prosecution Council of Kosovo for the Mentors who will be committed to mentor the newly appointed prosecutors;
8. Has developed and successfully concluded the process for evaluating the performance of the Executive Director and has continued the position of the current Executive Director for one term;
9. Amending the Training Program of the AJ, for the year 2022, with the proposed topics about the innovations of the Code of Criminal Procedure;
10. Approval of the Training Program for 2023;
11. Approval for the change of regulations for the Managing Board, the Program Council, the Director, Trainers and mentors, Compensation of trainers and mentors and Internal Organization and systematization of jobs in AJ;
12. Approved in principle in favor of the Protocol for mandatory training of prosecutors for the points highlighted in Article 8 of the protocol for AJ obligations.

3.2 Programme Council – Constituency, competencies and activities

The Program Council is a professional auxiliary body that is committed to the design of the Training Program and to ensure the quality of the training offered by the Academy of Justice. Main functions of the Program Council are:

- Drafting the proposal for the training program of the Academy in cooperation with KJC and KPC;
- Monitoring the implementation of programs and their successes;
- To give orientations for the enhancement of training methods and techniques, independently and in cooperation with trainers and mentors;
- Give an opinion on the list of trainers and mentors;
- Give advice, proposals and suggestions to the bodies of the Academy for improving the quality of training;
- Perform other work defined by this law and by-laws of the Academy.

The Program Council consists of seven (7) members, who are appointed by the Management Board, from the rank of judges, state prosecutors and other experts. Mandate of the members of the Program Council, with the exception of the Executive Director, is four (4) years with the right to re-election for one more term. The Chairman of the Program Council is ex officio the Executive Director of the Academy.

Activities of the Program Council

During this reporting period, the Program Council in compliance with the legal mandate intensively worked on setting the AJ training curriculum, having into consideration the findings from the training needs assessment and the requirements from the national strategic documents. In

its full quorum the Program Council exercised its function for drafting the Training Program of 2023 and other activities as per the mandate.

In cooperation with KJC, KPC, presidents of courts and chief prosecutors of prosecutions, he has drawn up training programs for the year 2023 for continuous training and initial training and has recommended the same to the Managing Board for approval.

During this period, the Council held 4 meetings, one (1) of which reviewed the Draft Initial Program for the newly appointed prosecutors, generation IX, supplementing the amendment to Regulation no. 02/2019 for trainers and mentors and the list of certified trainers for the training of Commercial Court judges to include in the list of AJ temporary trainers. The next meeting was one (1) meeting with the Presidents of the Courts and one (1) meeting with the Chief Prosecutor of the Prosecutions to review the findings from the training needs assessment process for judges and prosecutors in office. After these meetings, for several days in a row, he was engaged in the drafting of training concepts according to the fields, and in the next joint meeting (1) he finally reviewed the draft of the Program and recommended it for discussion and approval in the Managing Board.

3.3 Internal organization and management of the Academy of Justice

The Academy of Justice has 25 employees including the Executive Director whereas it has total of 32 approved positions. During this reporting period no recruitment procedure has taken place because of legislative changes on the Law on Public Officials as well as because of the changes of the changes to the Law on AJ.

The internal organization is regulated by Regulation No. 01/2018, for the Internal Organization and Systematization of Workplaces at the Academy of Justice, where according to this regulation, the Academy of Justice is divided into four departments and the office of training programs.

Based on the act of internal organization², Academy of Justice functions and has the following organization structure:

- Office of the Executive Director;
- Department of the Initial Training;
- Department of the Continuous Training;
- Department of the Research and Publications Program, as well as
- Department of Administration and Finance.

3.3.1 Executive Director – Mandate and undertaken activities

Based on the Law on Academy of Justice, the Executive Director is part of the category of Senior Managing Officials. During the 2022, he focused on accomplishing the following activities:

² Regulation No. 01/2018 for the international organization and systematization of workplaces at the Academy of Law.

- a. Representing the Academy before local and international institutions;
- b. The management, general administration and lawfulness of the work of the Academy;
- c. Implementation of the decisions of the Managing Board;
- d. The proposal of the annual draft budget of the Academy;
- e. The Proposal of the Work and Performance Plan for 2023 and the Training Program for 2023;
- f. Proposing the list of trainers for approval by the Managing Board;
- g. Management with financial means and property of the Academy;
- h. Preparing regular annual reports and other reports according to the requirements of the Managing Board.

Activities of the Executive Director

In accordance with his function, the activities of the Executive Director of the Academy of Justice have been oriented towards the better functioning of the AJ's work.

Based on the calendar of activities of the Director's Office, more than 324 different activities were carried out, within which there were coordination meetings with the heads of institutions of the justice system, activities within the planning and organization of work for the implementation of trainings, meetings with representatives of local and international organizations that support the work of the AJ, courts and prosecution offices. A significant part of the commitment is the reporting to the various commissions of the assembly on the work of the AJ. He has participated in various workshops and conferences at the regional and international level. He is engaged in the joint work with the Program Council as well as ensures implementation of the decisions of the Managing Board, and in the annual planning for the training programs and for the budget and finance management.

In the reporting period, cooperation agreements were reached with Non Governmental Organizations, the Agency for Information and Privacy, with KJC and KPC, with Initiatives for the Rule of Law in the Western Balkans: Serious and Organized Crime (such as WBROLI SOC), the School of Magistrates of Albania as well as with the Fund for Humanitarian Law in Kosovo. Special attention has been paid to cooperation with representatives of the majority of Embassies in Kosovo, the EU Office in Kosovo, the Council of Europe Office in Kosovo, as well as numerous projects that support the Academy of Justice in providing training. In this context, regular meetings were held with the OPDAT office within the US Embassy in Kosovo, with USAID projects such as the Project for Commercial Law and the Project for Justice in Kosovo, with the British Embassy, respectively with the project "Strengthening the System of Justice in Kosovo", with representatives of the EU project/ EUKOJUST, with the EC "JUFREX", the project "Prevention of domestic violence and violence against women", with the project "European Program for the Education of Legal Professionals for Human Rights (HELP)", other projects supported by OSCE, UNDP, IFC, GIZ, IRZ, with the Chambers of free legal professions in Kosovo and other partners. In these meetings, the needs and challenges of the AJ in fulfilling the legal mandate, the possibilities of supporting projects, the activities carried out and the activities in the process as well as other common issues were discussed.

3.3.2 Office of the AJ Training Programs – Departments

The Academy of Justice, in order to carry out its functions according to the law, organizes the work into the Office of Training Programs, within which the CTP Department, the ITP Department and the RPP Department belong, and in the Department for Administration and Finance functions. The responsibilities of the office of training programs are:

- Drafting, supervision and implementation of the training needs;
- Coordination of drafting the policies, strategies, objectives and training plans;
- Coordination the work of departments to the function of training implementation.

Each training department is led by the Head who also belong under the category of management rank. Within each program section there are also other sub-categories of activities that are in line with the basic functions of each of the program.

The Administration and Finance Department is led by the Director of Administration and Finance, who is also a managing level and includes sectors that are responsible for provision of the following services: financial, procurement, information technology, personal and logistics, that serve to accomplishment of the Academy's training objectives.

4. Achievements and challenges in implementing the Work and performance plan, as well as the Training Program of 2022

The Work and Performance Plan of 2022 is carried out according to objectives set for this year, and its included activities that serve to implementation of the Training Programs and other activities that belong to the AJ work process.

Main components of the Work and performance plan were:

- Training of newly appointed judges and prosecutors and their professional preparation for their respective roles and duties (the Initial Training Program).
- Continuous development of professional knowledge of the judges, prosecutors and administrative staff of courts and prosecution, as well as of other legal professionals on the skills and professional competencies (the Continuous Training Program).
- Professional capacity developments of the free legal professions;
- Increase the quality of the training programs, analytical and research capacities as well as publication activities (the Research and Publications Department).
- Enhance the training methodology according to contemporary standards and methods.
- Enhance and extend the cooperation and coordination with the national partners, the international partners, with donors and the relevant international training institutions.
- Transparency in public relations.
- Improve the infrastructure and increase quality of services of the administration and finance department.

The framework training program 2021-2022, respectively the training of 2022 has provided trainings in the main areas of law, including the material and procedural aspects of the work of

judges, prosecutors and other professionals of the judicial and prosecutorial system. Therefore, the training program has the following content:

- Criminal justice;
- Specialized programs;
- Civil justice;
- Justice for children, civil and criminal aspects;
- Economic justice;
- Administrative justice;
- Minor offences;
- Constitutional right;
- Trainings for SCSC;
- Trainings for ECHR and EU Law;
- Interdisciplinary competence;
- Anti-discrimination trainings;
- Initial Training Program for newly appointed judges, generation IX;
- Initial Training Program for newly appointed prosecutors, generation IX;
- Program for Research and Publications;
- Training of administrative staff of courts and prosecutor's offices;
- Trainings for officials of the Agency for Free Legal Aid;
- Trainings for victims' advocates
- Training for private bailiffs;
- Training of Trainers;
- Remote trainings;
- Trainings with donors.

4.1 Challenges in implementing the training programs during 2022

During the year 2022, the Academy of Justice faced difficulties especially in the coordination of programs and trainers since, in addition to the great demand for continuous training, it has started almost in parallel with the initial training program for the 48 judges and 6 newly appointed prosecutors of the IX generation. In addition to this, the relocation of the Academy of Justice to the new location, since it has been requested to vacate the building where it has operating. On the other hand, its facility, which is under construction, has not been completed as per the contract due to the obstacles that arose during the construction process.

In spite of all these difficulties, the selection of the building and its functionalization was achieved without affecting the course of its programs and activities.

In addition to the above-mentioned challenges, AJ is also faced with the following challenges:

- The small number of staff and the obstacles in filling the budgeted positions due to the non-completion of the primary and secondary legislation;
- Construction of the monitoring system of trainings and their effect at work;

- Implementation of the contemporary training methodology, especially the training methodology based on practical cases, particularly in relation to the ECtHR practice.
- Lack of the necessary professional staff;
- Lack of sufficient spaces and necessary equipment;
- Difficulties and obstacles in the construction of the AJ facility;
- Moving from the previous facility to the new leased facility;
- Numerous requests for training and lack of budget.

Despite the aforementioned challenges, the Academy of Justice is committed to addressing and overcoming them by successfully fulfilling the activities defined by the work plan and not only but also other activities that have entered the program as a result of requests from international partners.

For the year 2023, the activities of the Academy that will be carried out are defined in the 2023 Training Program as well as in the Work and Performance Plan for the year 2023. These activities aim to deal with judicial practice in all fields with a focus on the most challenging issues in the process of doing justice which are aimed at overcoming them and raising the professional and interdisciplinary capacities of its beneficiaries as defined by law.

4.2 Achievements in implementing the training program of 2022

Despite the challenges and difficulties highlighted in this report, the Academy of Justice has managed to successfully fulfill all its programs and activities according to the 2022 training program.

As part of the initial training program, the initial training for the 48 judges and 6 newly appointed prosecutors, who constitute the 9th generation of the Academy of Justice, begun in July. Since this period, training sessions have been held in accordance with the training program for this year. The program for judges is designed to be implemented initially with theoretical training sessions which according to the calendar has lasted until the first week of February 2023. Since the number of 48 people in one room was assessed as not offering comfort and at the same time quality and effect, the training was divided into two groups, one of 18 judges and the other group of 30 judges. Since the number of 48 people in one room was assessed as not offering comfort and at the same time quality and effect, the training was divided into two groups, one of 18 judges and the other group of 30 judges. As a result of the political circumstances, 2 newly judges appointed from the ranks of the minorities, namely of the Serbian nationality, resigned from November and as a result also from the initial training and 1 judge is on maternity leave. The training for the 6 prosecutors was carried out in accordance with the program for prosecutors and in parallel theoretical training and practical training.

Meanwhile, in the framework of continuous training, 113 training activities have been planned for judges, prosecutors, administrative staff and free professions, including training of trainers as well as distance learning. As a result of legislative changes, especially for the Code of Criminal Procedure, as well as other requests from projects with donors, 22 trainings have been added, while

according to other unplanned requests from projects with donors, 193 training activities have been carried out. In addition to the activities planned in the form of tables for the unification of practice in all areas, specialized programs for fighting organized crime and corruption, trainings for human rights, children's justice, domestic violence, as well as interdisciplinary trainings are trainings in the field of mediation, cybercrime, which were dedicated to judges and prosecutors from the relevant departments, were also carried out. Also, the Rule of Law Strategy has influenced the growth of a considerable number of AJ activities.

In addition to the implementation of trainings for judges and prosecutors, a significant part of the training activities has been implemented according to the training curriculum for professional associates as well as legal officers of courts and prosecutions. During this year, the training activities were carried out from the module-material and procedural criminal aspect to continue in the following year also with the material and procedural civil aspect. Training activities have also been carried out according to planning for other administrative staff of courts and prosecutors' offices as well as for other legal professionals, namely for bailiffs, victims' advocates, mediators, as well as for free legal aid officials.

Initial Training Program 2022									
Beneficiaries	Total number	Trained	Training sessions		Training days	No. of hours	Trainers	Mentors	
			theoretical	practical					
Generation VIII of judges	24	24	/	51	/	/	/		22
Generation IX of judges	48	45	204	612	102	612	37		/
	18	18	204	612	102	612	37		/
Gr. 2	18	18	204	612	102	612	37		/
Generation IX of prosecutors	6	6	84	71	113	252	19		5
Total	78	75	492	1346	317	1476	93		27
Continuous Training Program 2022									
Continuous trainings for judges and prosecutors (including other legal professionals)									
Beneficiaries	No./active	Trained	Participation in trainings		Number of trainings		Number of trainings in days		
Judges	388 ³	362 ⁴	2005						
Prosecutors	183 ⁵	149	626						
Professional associates/ legal	Joint trainings in CTP	144	206						

³ <https://www.gjyqesori-rks.org/raportet/> - The courts statistical report - 2022

⁴ From 362 judges, 10 of them were judges from Albania, as a result of a joint training with the School of Magistrates of Albania.

⁵ <https://prokuroria-rks.org/psh/dokumente-publikime/108/165/665/665/>

officers of courts and prosecution	Trainings in basic modules Criminal-material and procedural	164	701	193	282
Administrative staff of the judiciary and prosecution	/	125	172		
ToT ⁶	7	/	62		
Free professions	10	64	135		
Distance learning					
Platforms	Progress/ developed courses				Participants
HELP	Access of women to justice Asylum and human rights Case management				59

Table no.1 Activities accomplished during 2022 **Comparison of the**

4.3 Academy's work in the recent three years

For years, the judiciary has had new developments, either in the movement of judges from one level to the next, recruitment of new judges, legislative changes, etc. All these and the requirements of the country's strategic documents, including the findings of the EU report on Kosovo, which require the improvement of the quality of work in the Court and the Prosecutor's Office, have had an impact on the plans and training programs of the Academy.

Developments of the Academy compared to previous years are presented in the table below in tabular form.

Description of the Activity	2020	2021	2022
Initial Training	12 newly appointed prosecutors, generation VIII – 125 training days 37 newly appointed judges generation VII – 73 training days	24 newly appointed judges, generation VIII – 197 training activities	48 ⁷ newly appointed judges, generation IX – 204 training sessions in 102 days; 6 newly appointed prosecutors – 84 training sessions in 42 days, and 82 days of practical training
Continuous Training	109	128	143
Trainings for admin. Staff of courts and prosecution	10 sessions in 11 training days	9 training sessions with 10 training days	23 trainings for professional associates, 10 trainings for new staff, and 13 training days
Trainings for free legal professions	1 training for private enforcement officers, 4 trainings for FLAA Officials	2 trainings for private enforcement officers; 1 training for FLAA Officials	10 trainings (5 for free legal agency officials, 3 for victim advocates, and 2 for private enforcement officers)

⁶ Trainees in ToT from the rank of judges, prosecutors, IT experts, FIU Officials, KAPS, Lawyers, Mediators, etj.

⁷ The training commenced for 48 judges, while for November 2022, 2 judges of the Serbian community have resigned because of political circumstances, and 1 judge is on maternity leave.

	9 joint trainings (state attorneys with judges and prosecutors)		
Other activities⁸	179	122	324
No of participants judges/ prosecutors on continuous trainings	2558	2992 ⁹ judges, 723 ¹⁰ prosecutors,	2005 judges 626 prosecutors
No of newly appointed judges and prosecutors	37 newly appointed judges 12 newly appointed prosecutors	24 judges	48 judges 6 prosecutors
No. of participants by the administrative staff of the judiciary and prosecution	105 professional associates and legal officers, and 132 other categories of administrative staff	49 professional associates and legal officers; 3 clerks and 1 victim advocates. In separate trainings for administrative staff total 185	2984 participants that include joint trainings with judges and prosecutors, and training dedicated to separate profiles
Number of AJ staff	27	26	25
Budget	519,903.26	531,549.16	660,149.00

Table no. 2. Comparison of Academy work in the recent three years

4.4 Raising the quality of training and advancing the training methodology in the programs of the Academy of Justice

During this reporting period, AJ is dedicated to increase of training quality and enhancement of training methodology through the design of its training activities through roundtables, working groups, and case based trainings. For these training activities, in coordination with the governing bodies within AJ, based on the evaluations for trainers, trainers with experience and skills in teaching were engaged, who were mainly from the ranks of judges and prosecutors from the highest instances.

As an illustration, only from the judiciary, 38 judges have been engaged in continuous trainings, while 26 trainers have been engaged in initial training. Based on the AJ data, there were 11 trainers from the Supreme Court, 16 trainers from the Court of Appeal, 3 trainers from the Commercial Court, and 8 trainers from the Basic Court.

In the initial trainings, there were 8 trainers from the Supreme Court, 14 trainers from the Court of Appeal, and 4 trainers from the Basic Court.

The average performance of trainers in continuous training was 4.6, while in initial training it was 4.3.

In order to increase the training capacities and advance the training methodology AJ has carried out training of trainers for some specific fields. Details on the ToT is presented in this report in the section of Training of Trainers.

⁸ Other activities mean, roundtables, conferences, working meetings with trainers and Court Presidents and Chief Prosecutors, Training of Trainers, exchange visits within the international cooperation, workshops, coordination meetings, etc.

⁹ Judges that participated in trainings more than once.

¹⁰ Prosecutors that participated in trainings more than once.

For the quality of training, AJ has also engaged international expertise in support of various projects, especially for combating cybercrime, financial investigations and in other areas for which our judicial and prosecutorial system does not have the appropriate experience. On the occasion of the design and implementation of the trainings, AJ cooperated closely with KJC and KPC, including judges, prosecutors and experienced trainers in order to implement the best practices of judicial training.

4.5 The process of assessing training needs and updating training programs

The assessment of training needs for judges, prosecutors and judicial and prosecutorial administrative staff is a mandate that originates from the Law on AJ. This evaluation is done through the mechanisms defined by the Academy and based on the requirements of the KJC and the KPC.

As every year, during the year 2022, the process for evaluating training needs has started since the implementation of the Training Program for 2022, initially with the analysis and extraction of proposals from the evaluation forms after each training session. In the second half of this year, the questionnaires were sent to the courts and the prosecutor's office, the results of which were accepted and taken as a basis as well.

In the framework of this process, intensive meetings with presidents of courts, judges and heads of departments as well as chief prosecutors of prosecutions were included, which were carried out mainly during July, August, September and October of 2022. Continuing with the media reports on the judiciary, reports and recommendations of local and international organizations, strategies and documents approved by institutions that contain recommendations for the judiciary and the rule of law, the work reports of the courts and prosecutors' offices and the legislative agenda in the Assembly of Kosovo have been analyzed. The results and findings from the relevant mechanisms have been reference and determining sources for the training program for the year 2022 by the heads of the judicial and prosecutorial system as well as the Program Council and the Governing Council of the AJ. The following are the evaluation mechanisms (sources of information) which have been reviewed and consulted by the Academy of Justice during the training needs assessment process:

- Evaluation forms after trainings 2022
- Questionnaire for training needs assessment
- Proposals of AJ permanent trainers
- Meetings with court presidents and courts heads of departments
- Meetings with chief prosecutors and prosecutors
- Work reports of KJC and KPC
- Working reports of courts and prosecution offices
- Strategies for protection from the domestic violence and violence against women
- Rule of Law Strategy 2021-2026
- Strategy for protection of human rights 2021-2025
- Functional review of the rule of law
- National strategy on fighting corruption 2019-2023
- National strategy against organized crime 2018-2023

- National strategy for preventing informal economy, money laundering, terrorism financing and financial crimes 2019-2023
- Ombudsperson
- Press and electronic media
- Legislative agenda of the Kosovo's Assembly
- Training programs of the judicial training institutions of the regional and international level
- Civil society recommendations
- The Assembly legislative agenda

The assessment of training needs for judges and prosecutors is a process that is of particular importance and as such has required commitment and dedication throughout the year. The findings from this process have contributed to the Program Council as a professional body for setting priorities and drafting the Training Program for 2023.

In the reporting period AJ priority was given to the indicators according to the strategic documents. The following are the tables with the measures that AJ had to fulfill during 2022.

No.	Strategy	Indicator	AJ Activities
1.	National Program for Implementation of the Stabilization and Association Agreement and ERA	Trainings in the Commercial area;	9 trainings for judges of the Commercial Courts during 2022
		Training in the area of sequestration and confiscation;	The Academy of Justice, during the reporting period, has delivered 4 trainings in the field of financial investigations, confiscation and sequestration.
		Trainings on Financial Investigation and asset recuperation	The Academy of Justice, during the reporting period, has delivered 2 trainings in the field of financial investigations, and 2 trainings on asset recovery in cooperation with the Basel Institute.
		Trainings on Money Laundering	The Academy of Justice, during the reporting period, has delivered 2 trainings in the field of Money Laundering.

2.	National program for protection of human rights	Raising the capacities of judges and prosecutors in handling cases where perpetrators with mental disorders are involved in the criminal procedure.	2 trainings on criminal procedure involving perpetrators with mental disorders (one 2-day training, and the other 1-day training).
		Raising the capacities of judges and prosecutors in handling cases of gender-based violence, domestic violence and sexual harassment with a victim-centered approach;	AJ during 2022 on the area of violence against women and domestic violence has conducted: 3 trainings, 1 roundtable, 2 training of trainers (one for judges and prosecutors and the other with professional associates).
		Reporting on the number of trainings carried out to increase the capacities of judges and prosecutors in the field of human rights, especially with special emphasis on the practice and jurisprudence of the European Court of Human Rights (ECtHR)	4 trainings on ECHR and 2 other on Istanbul Convention.

No.	Strategy	Indicator	AJ Activities
4.	Subcommittee on Justice, Freedom and Security, June 2021	Ensure full use of the Case Management Information System (SMIL) for all cases by December 2021 through training of judges, prosecutors and support staff and other measures. (KJC, KPC, AJ)	On March 24, 2022, in cooperation with the Kosovo Judicial Council, financed and supported by the Council of Europe Project - Strengthening the quality and efficiency of justice in Kosovo KoSEJ II, Academy of Justice conducted the training on the topic: "Registers, statistical reports and tables of SMIL", for the administrative staff of the courts. Beneficiaries of the training were a total of 35 participants from the ranks of Assistant Administrators, Heads of CFOs, clerks, statistical officers and IT officers within the courts. In September 2022, training is planned for the main CEPEJ Instruments, starting with statistical reports and tables for court presidents and judges related to the Case Management Information System. The training is in the stage of preliminary preparations.

No.	Strategy	Questions on which the AJ responds to the questionnaire
5.	CEPEJ- EU law, Justice for children, freedom of expression, ethics, ECHR, fight against crime and corruption, domestic violence, use of IT, etc.	Initial Training
		General in-service training
		In-service training on functions of the judicial specialized functions (i.e. judges of the commercial area or the administrative area)
		In service training on the functions of the court management (i.e. court president)
		In service training for the use of computer equipment in courts
		In service training on ethics

No.	Strategy	Indicators only for 2022
6.	Functional Review Strategy	Provision of trainings for members of the performance evaluation committees
		Strengthening the mechanism for analyzing performance evaluations in order to identify specific training needs of judges
		Training of mediators, education of court staff and mediation officers for referral of cases
		Defining strict and clear criteria for the selection of mentors and trainers.
		Regular Training of Trainers (ToT) sessions.
		Review of AJ programs for cases of domestic violence with the aim of their enhancement
		Providing specialized training for judges and prosecutors in the areas identified as deficiencies during the performance evaluation.
		Designing a new special training curriculum for Presidents of Courts and Chief Prosecutors, with a focus on advancing their managerial and other skills necessary for their leadership positions
		Providing initial and continuous training for all new and old members of the ERC (Extended Recruitment Committee).
		Organization of joint trainings for asset confiscation
		Drafting of the Concept Document on the need for a special Law on the Status of Judges and Prosecutors, to determine the mandatory continuing legal education for prosecutors and judges
		Expansion of the AJ Electronic Platform to include more online training modules
		Development of a training program for court translators/interpreters on legal concepts and the Code of Ethics of Translators/Interpreters in order to raise the quality of translation/interpretation services.
		Systematic translation of the selected judicial practice of the ECtHR.

Table no.3 Indicators according to strategies on AJ

4.6 Workshop for drafting the Training Program for 2023

In the reporting period AJ has conducted two (2) workshops for the design of the training program, one for the initial training and one for the continuous training. The purpose of these workshops was to determine the Training Curriculum for 2023, in accordance with the training needs of newly appointed prosecutors, generation IX, judges and prosecutors in office as well as other legal professionals in addition to other requirements and priorities of the judicial and prosecutorial system.

The Program Council has been an active part in the design of training programs. For the continuous trainings, the Program Council has closely cooperated with the presidents of the courts and chief prosecutors, as well as taking into consideration the findings from the training needs assessment process.

5. TRAINING ACTIVITIES AND OTHER ACTIVITIES PERFORMED ACCORDING TO AJ PROGRAMS

The following report contains the activities according to the following programs and objectives:

5.1 QUALIFICATION OF NEWLY APPOINTED JUDGES/PROSECUTORS AND PROFESSIONAL TRAINING APPROPRIATE TO THE ROLE AND DUTIES OF THE RELEVANT FUNCTION (INITIAL TRAINING PROGRAM)

Initial training for newly appointed judges and prosecutors is a legal obligation according to the Law on AJ but also the legislation that regulates Kosovo's courts and prosecutor's offices. Based on the applicable legislation AJ is responsible for organizing the initial training for the training of newly appointed judges and prosecutors. The initial training program (hereinafter ITP) lasts 12 months and is carried out according to the combined model of theory and practice.

Within the theoretical training, the program contains all branches of law and local legislation in force, *Acquis Communautaire*, the European Convention on Human Rights and other applicable international acts. The theoretical training is divided into sessions and is carried out through six (6) basic training modules from a total of 49 sub-modules for newly appointed judges and five (5) modules from a total of 35 sub-modules for newly appointed prosecutors. The training modules are of a professional and interdisciplinary nature and include examination of cases from judicial practice, development of skills in representation as well as simulations in the criminal and civil fields.

The practical training is carried out in the courts and the prosecutor's office where they are appointed under the supervision of the mentor and includes the practical aspects of the work of the judge/prosecutor. AD monitors this process through coordination and joint work with mentors.

An integral part of the training program are also the visits/trainings in non judicial institutions which aim to provide knowledge to newly appointed state judges/prosecutors with the legislation and practices implemented by state institutions during their work, as well as activities carried out by these institutions, related to the work of the judge and the prosecutor.

At the end of each training module, the final test is carried out and the evaluation report for judges is sent to the KJC, respectively the Commission for Performance Evaluation, as well as for prosecutors in the KPK, respectively to the Commission for Performance Evaluation within the stipulated time.

5.1.1 Achievements and challenges according to the objectives foreseen in the Initial Training Program and the Work and Performance Plan for 2022

As part of the initial training, the last sessions of practical training were carried out for the 24 newly appointed judges, generation VIII, and with this, the program for this generation is also completed. From July 2022, the training activities for the IX generation, namely for 48 newly appointed judges and 6 newly appointed prosecutors for this year.

The Academy of Justice has successfully fulfilled the training program for these generations in accordance with the objectives that were in the function of preparation and training for local and international legislation, thus fulfilling the professional and interdisciplinary competence of judges and prosecutors.

The large number of judges recruited by the KJC during 2022, 48 in total (4 of them from minorities) has imposed the need to divide into two groups for the implementation of training. This is due to the lack of space but also the assessment that the number of 48 people in the hall would not offer comfort and at the same time quality and effect of the training. The division of judges into two groups has been challenging both in the coordination of trainers on the one hand and in increasing the financial cost. The program for referees has been designed to be implemented initially with theoretical training sessions on five days a week and has resulted until the end of this year, to be followed by the remaining theoretical and practical training sessions in 2023.

In addition to these two groups of judges, the initial training was also carried out for 6 prosecutors who attended the theoretical training sessions on two days of the week, and the practical training sessions on the other three days in the respective prosecutor's offices. The initial training was carried out in accordance with the program and the training calendar without missing a single day of training, despite the relocation to the other Academy facility that happened this year.

ITP	Total number of participants	Number of trainees	Gender		Ethnic representation			Participation in theoretical training	Participation in practical training	Number of trainings per day	Number of theoretical trainings per sessions	No. of training hours	No. of practical training	Number of engaged trainers	Number of engaged mentors
			M	F	SH	SR	TJ								
Generation VIII of newly appointed judges	24		16	8	22	2	0	/	24	51	/	/	51	/	22
Generation IX of newly appointed judges	48 ¹	45	28	20	44	3	1	27	/	102	204	612	/	37	/
	Gr. I	30	19	11	27	3	/								
	Gr. II	18	9	9	17	/	1								
Generation IX of newly appointed prosecutors	6	6	4	2	6	0	0	6	6	113	84	252	71	19	5
Total	78	54	48	30	72	5	1	51	30	368	492	1,476	122	93	27

Table no. 4: Training sessions for newly appointed judges/prosecutors, generation VIII and IX of the ITP

5.1.2 Implementation of initial training for newly appointed judges and prosecutors during 2022

Implementation of practical training for the eighth generation of newly appointed judges (2021-2022)

This generation, which included 24 newly appointed judges, continued their initial training on February 18, 2021, while the last practical training sessions in the relevant courts ended on March 18, 2022. During this period, a total of 51 days of practical training in the criminal field were carried out in the courts under the supervision of the mentor and visits to non-judicial institutions. 22 mentors were engaged for the implementation of the practical part.

In accordance with the Regulation on Initial Training, after the period of theoretical and practical training in the criminal field, the final test is organized. The test was designed by the trainers of

the Academy, who were involved in the realization of training modules such as: The Criminal Code of the Republic of Kosovo, the Code of Criminal Procedure and Legislation and complementary skills. After the end of the test, the final evaluation was made and the following final reports were prepared for each judge and were sent to the Judicial Council of Kosovo, respectively the Commission for Performance Evaluation within the set deadline.

5.1.3 Development of the professional capacities of judges for the VIII generation of 24 newly appointed judges in the research field and access to legal resources

Part of the initial training program is also the research papers which are mandatory for all the followers of this program. The judges of this generation have selected topics that were of interest to the judicial practice and in function of this they have done research. The research works of 24 judges of this generation have been examined and evaluated by the Commission for the evaluation of works established by the Governing Council of AD, who were among the trainers in PTF. The research papers are attached to the file and the final report for the completion of the initial training.

5.1.4 Development and implementation of training programs for the next generation of new judges and prosecutors

In step with developments in the judiciary, the Academy of Justice has engaged in the design of the training program for the next generation of newly appointed judges and prosecutors since they were in the process of being recruited by the KJC and KPC. The program was designed according to the established deadlines, adapting to the training needs for judges and prosecutors of this generation and in accordance with the legislative changes. The program was reviewed by the Program Council and then recommended for approval to the Managing Board.

5.1.5 Implementation of initial training for the ninth generation of newly appointed judges (2022-2023)

The ninth generation, (48) newly appointed judges, have started their initial training on July 15, 2022. The training program was carried out intensively and also divided into two groups due to the large number of judges. At the request of the KJC, theoretical training has been started for 6 months without interruption in the criminal and civil fields. During the year 2022, 5 months of theoretical training were carried out, in total 204 training activities, of which 102 training days for each group.

Theoretical training is developed in a combined way with cases from court practice and simulated trials, based on training modules that include training from all branches of law and positive laws, the European Convention on Human Rights and other international acts.

According to the initial training program for judges, six training modules have been implemented. In this generation divided into two groups in theoretical training, a total of 408 training sessions or 1224 hours of training were delivered.

During the year 2022, in the initial training for the newly appointed judges (first and second group), the following modules were implemented:

- **Criminal Code of the Republic of Kosovo** - a total of 74 sessions or 222 hours have been completed from this module. This module has dealt with the general part and the special part of the Criminal Code. In the framework of the general part, the elements of the criminal offense, criminal offense and criminal liability, necessary protection, violence and threats, intent, negligence, deviation, cooperation in the commission of a criminal offense, extortion, agreement to commit a criminal offense, supplementary punishments, legal consequences, rehabilitation of convicts and statute of limitations. While from the special part, the following are dealt with: Criminal offenses against life and body, criminal offenses against freedoms and human rights, criminal offenses against rights in labor relations and criminal offenses against sexual integrity, criminal offenses against marriage and family, criminal offenses against public health, criminal offenses of narcotics, criminal offenses against the economy, criminal offenses against property, criminal offenses within the framework of chapter XXVI of the CCRK, criminal offenses within the framework of chapter XXVI of the CCRK, criminal offenses from chapter 401 of the CCRK, corruption, pollution, degradation or destruction of the environment, chapter XXVIII, criminal offenses against the general safety of people and property. In this module, cybercrime, punitive policy and the responsibility of legal entities are also covered.
- **Criminal Procedure Code** - 88 training sessions or 264 hours were conducted from this module. In the framework of this module, the following are covered: preliminary procedure, the role of the judge in the preliminary procedure, covert measures of investigation and surveillance, the principles, powers and exclusion of the judge in the criminal procedure, the security measures of the defendant in the criminal procedure, the state prosecutor, the defense, the injured party and the defendant in the criminal procedure, witnesses and the injured party in the criminal procedure, the initial and second examination and the judicial examination, the costs of the procedure and legal property claims, the procedure according to legal remedies, the verdict and its types, criminal procedure of perpetrators with mental disorders, special procedures according to the KPCK, evidence in criminal proceedings and alternative procedures.
- **Personal and interdisciplinary skills**- a total of 31 training sessions or 93 hours were realized from this module. The topics covered in this sub-module are: Professional ethics and disciplinary responsibility, principles of the Code of Ethics, responsibility, violations and disciplinary measures against judges and disciplinary procedures for judges, communication rules, case management and performance measurement, skills building social skills of judges and the reasoning of decisions in the criminal field.

- **National and international legal order**- 38 training sessions or 114 hours were held in this module. In the framework of this module, the following are addressed: Constitutional justice in relation to the judicial and prosecutorial system, legal cooperation in the criminal and civil field, and the law of the European Union. In addition, the European Convention on Human Rights has been extensively treated, where the following are elaborated in detail: Article 2, Article 5 par.1 - Presumption in favor of freedom, procedural guarantees in cases of deprivation of freedom, Article 6.1 and Article 10 - Freedom of expression
- **Legislation and complementary skills**- 26 training sessions or 78 hours were realized from this module. In the framework of this module, the following are addressed: Juvenile Justice Code, mediation in civil cases, misdemeanors and the development of judicial skills.
- **Civil, administrative and economic law** -151 training sessions or 453 hours were realized from this module. In the framework of this module, the following are covered: civil law, contentious procedure, first part, contentious procedure, second part, -non contentious procedure, enforcement procedure, administrative law, law of obligations, economic law, ownership and rights of other related ones, inheritance law, labor law, and family law.

48 judges attended this program until the beginning of November, three of them are from the Serbian community and one is Bosnian. Judges from the Serbian community from November 8, 2022, did not follow the initial training as they resigned from the Mitrovica Basic Court due to political developments in the country.

37 trainers were engaged in the theoretical training, from them 7 are from the Supreme Court, 16 from the Court of Appeal, 3 from the Basic Court, 4 from the State Prosecutor's Office, 4 others - experts from the EU field, university professor and two permanent trainers of the Academy. Special attention has been paid to the training methodology. The following training methods were used in the initial training program: Practical cases, simulation of trials and trial advocacy skills.

5.1.6 Implementation of initial training for the ninth generation of newly appointed prosecutors (2022-2023)

Gjenerata e nëntë (6) prokurorë të sapo emëruar, ka filluar trajnimin fillestar me 04 korrik 2022. Programi trajnues është realizuar paralelisht, trajnim teorik i realizuar në Akademinë e Drejtësisë (dy ditë në javë) dhe trajnim praktik (tri ditë në javë) i realizuar në prokurori të përkatëse nën mbikëqyrjen e mentorit. Trajnimi teorik është zhvilluar në mënyrë të kombinuar me raste nga praktika gjyqësore dhe simulime gjykimi.

Në trajnimin fillestar për prokuror në total janë realizuar gjithsejtë 113 ditë trajnim prej tyre 42 ditë trajnimi teorik dhe 71 ditë trajnim praktik.

Në kuadër të trajnimit teorik sipas programit trajnues fillestar për prokurorët janë realizuar pesë (5) module trajnuese, 84 sesione trajnues dhe 252 orë.

- **Criminal Code of the Republic of Kosovo**- 25 training sessions or 75 hours have been carried out from this module. In the framework of the general part, the elements of the criminal offense, criminal offense and criminal liability, necessary protection, violence and threats, intent, negligence, deviation, cooperation in the commission of a criminal offense, extortion, agreement to commit a criminal offense, supplementary punishments, legal consequences, rehabilitation of convicts and statute of limitations. Also from the special part are dealt with: Criminal offenses against life and body, criminal offenses against freedoms and human rights, criminal offenses against rights in labor relations, criminal offenses against sexual integrity, criminal offenses against marriage and family, criminal offenses against public health, criminal offenses of narcotics, criminal offenses against the economy, criminal offenses against property, criminal offenses within the framework of chapter XXVI of the KPRK, criminal offenses within the framework of chapter XXVI of the KPRK, criminal offenses from chapter 401 of the KPRK, corruption, pollution, degradation or destruction of the environment, chapter XXVIII, criminal offenses against the general safety of people and property.
- **Criminal Procedure Code** - 34 training sessions or 102 hours were conducted from this module. In the framework of this module, the following are dealt with: criminal report, covert technical measures of investigation and surveillance, security measures of the defendant in criminal proceedings, initiation of investigations, scene and forensics, expertise and analysis, control and confiscation and witnesses and injured parties in criminal proceedings.
- **Personal and interdisciplinary skills** -17 training sessions or 51 hours were realized from this module. The topics covered in this module are: Professional ethics and disciplinary responsibility, communication rules, raising prosecutors' social skills and stress management, and case management and performance measurement.
- **National and international legal order**- 6 training sessions or 18 hours were realized from this module. Within this sub module, the following topics have been addressed: European Convention on Freedom and Human Rights and constitutional justice in relation to the prosecutorial and judicial system.
- **Legislation and additional skills** - 2 training sessions or 6 hours have been carried out from this sub-module. In this sub-module, the Law on minor offences is implemented.

In this generation, during the year 2022, 5 mentors were engaged who supervised the practical training in the prosecutor's office. 19 trainers were engaged for the implementation of the theoretical training: 1 judge from the Supreme Court, 4 from the Court of Appeal, 4 from the Chief State Prosecutor's Office, 4 from the Special Prosecutor's Office, 3 from the Basic Prosecutor's Office, 1 permanent trainer from the Academy of Justice and 2 university professors. These two generations of judges and prosecutors will continue training according to the training program until the end of July 2023.

5.2 CONTINUOUS ADVANCEMENT OF THE PROFESSIONAL KNOWLEDGE OF JUDGES, PROSECUTORS, JUDICIAL AND PROSECUTORIAL ADMINISTRATIVE STAFF AS WELL AS OTHER LEGAL PROFESSIONALS IN THE SKILLS AND PROFESSIONAL AND INTERDISCIPLINARY COMPETENCES (CTP)

Continuous trainings according to the AJ Law are dedicated to judges and prosecutors in office, including judicial and prosecutorial administrative staff and other legal professionals. This training program aims to further increase the ethical, professional and practical capacities for exercising the relevant functions. Through continuous training, the Academy of Justice also aims at the independence and impartiality of judges, prosecutors and other professionals of the judicial and prosecutorial system.

5.2.1 Objectives of the Continuous Training Program for 2022

Continuous Training focused on the following :

- Implementation of specialized trainings;
- Implementation of trainings according to competence and requests of judges and prosecutors;
- Implementation of inter-disciplinary trainings for judges and prosecutors;
- Unification of court practice through organization of roundtables in the criminal and civil law areas;
- Implementation of mandatory trainings as per the KJC and KPC requests;
- Implementation of the special and qualitative training programs for promotion; and
- Implementation of trainings for the administrative staff of the judiciary and prosecution.

5.2.2 Training activities in CTP

In the reporting period January -December 2022, 193 training activities with 282 training days were carried out within the framework of the CTP . The total number of participants in these training activities was 3216 participants.

For more details, see the tables below:

Continuous Trainings-2022																
Trainings for judges prosecutors and other legal professionals	Training days	CTP	Joint trainings judges/prosecutors		Trainings only for judges		Trainings only for prosecutors		Trainings for professional associates		For administrative staff		Free legal professions		ToT	
			114	237 days	24	35 days	5	10 days	23	23 days	10	13 days	10	10 days	7	19 days
193	282	143														

Judges in trainings - 2022					
Total number of sitting judges in the system	No. of participants	No. of Trainees	Number of trainings for judges		Number of training days for judges
388	2005	362	24	114	272
			138		

Prosecutors in trainings - 2022					
Total number of sitting prosecutors in the system	No. of participants	Number of trainees	Number of trainings for prosecutors		Number of training days for prosecutors
183	626	149	5	114	247
			119		

Professional associates and legal officers in trainings – 2022						
Total number of trainings	No. of participants	No. of trainees	Court/ Prosecution/ KPC			Number of training days
23	748	179	Particip. 318	Particip. 428	2	23
			Trained 83	Trained 95	1	

Other administrative staff of the judiciary and prosecution in trainings - 2022						
Total number of trainings	No. of participants	No. of trainees	Court/ Prosecution/ KPC			Number of training days
10	172	138	Particip. 99	Particip. 71	Particip. 2	13
			Trained 80	Trained 56	Trained 2	

Free professions in trainings - 2022						
Total number of trainings	No. of participants	No. of trainees	Court/ Prosecution/ KPC	Number of training days	Total number of trainings	No. of participants
10	135	64	Particip. 85	Particip. 26	Particip. 24	10
			Trained 28	Trained 19	Trained 17	

Table no. 5. Participation and number of trainees in CTP

5.2.3 Implementation of quality training specialized in criminal justice

The specialized trainings are an integral part of the training program and are specific as they have dealt with special forms of crime which are exclusively the competence of the special department of the Court and the Special Prosecutor's Office or have become a phenomenon in society and

fighting them is a priority for Kosovar justice. There are also programs that deal with legal aspects as well as practical implementation techniques from the process of identification and investigation to final decisions. These training programs, in addition to what was emphasized above, have also addressed the difficulties and practical problems that were identified during the training needs assessment, including the Rule of Law Strategy.

Within the Specialized Training Program, the following topics were covered:

- Organized crime and corruption – 3 sessions in duration of 6 days;
- Money laundering and financial investigation – 3 training sessions in duration of 6 days;
- Official corruption and crimes against official duty – 3 training sessions in duration of six days;
- Public procurement – 2 training sessions in duration of 4 days;
- Extremism, radicalism, and terrorism – 2 training sessions in duration of 4 days;
- Cybercrime and crypto currencies – 2 training sessions in duration of 6 training days;
- Writing of accusatory acts by the Special Prosecution – 1-day session.

Purpose of specialized trainings was:

- Addressing the needs for professional development of judges and prosecutors who deal with the fight against corruption;
- Advancing the professional knowledge of judges, prosecutors and other beneficiaries in the correct implementation of the legal provisions related to the legal qualification of money laundering offenses, conducting pro-active criminal and financial investigations;
- Fair implementation of the legal provisions of the chapter on criminal offenses of official corruption and criminal offenses against official duties;
- Advancing the knowledge of the beneficiaries of all stages of public procurement such as public procurement procedures, the tender file, stages of public procurement, as well as the identification of indicators of corruption related to public procurement;
- Advancement of knowledge, skills and competences in function of effective, independent and professional investigation and judgment about extremism, radicalism and terrorism;
- Raising the knowledge of the beneficiaries in the field of international cooperation and the possibility of successful prosecution of cybercrime, determination of electronic evidence, its content and features;
- Advancement of knowledge related to legal provisions related to domestic violence, investigation and follow-up of cases of domestic violence, recognition of forms of manifestation of domestic violence, including physical, psychological and economic violence.
- Advancing the knowledge of the participants regarding the description of criminal offenses and the summary of facts in the compilation of the indictment slide, the unification of judicial practice regarding the drafting of accusatory acts, the right reasoning of accusatory acts and other acts from the SPRK and SD.

Participation in specialized trainings

During the reporting period January -December 2022, 9 specialized trainings were carried out, with 17 training sessions and 35 training days. The number of participants in these trainings was 390. From them, 238 were judges, 99 prosecutors, 14 Professional Associates, 17 PSRK Experts, 10 Investigators/Officers from the Kosovo Police, 6 Probation Service Officers, 4 Legal Officers, 1 Administrative Staff and 1 Mediator.

The following details for every specialized training:

1. STP – Organized Crime				
Participants	Session I	Session II	Session III	Total
Judges	28	5	11	44
Prosecutors	7	5	4	16
Professional Associates		3		3
SPRK experts		5		5
Administrative staff		1		1
Total	35	19	15	69

2. STP Public Procurement			
Participants	Session I	Session II	Total
Judges	11	5	16
Prosecutors	6	2	8
SPRK experts	5		5
Investigators – Kosovo Police	5	3	8
Professional associates		5	5
Total	27	15	42

3. STP – Official Corruption and crimes against official duty				
Participants	Session I	Session II	Session III	Total
Judges	29	13	32	74
Prosecutors	4	6	4	14
Professional associates		1		1
Total	33	20	36	89

4. STP – Money laundering and financial investigation				
Participants	Session I	Session II	Session III	Total
Judges	8	6	4	18
Prosecutors	11	5	7	23
Total	19	11	11	41

5. STP – Cybercrime and crypto currencies			
Participants	Session II	Session III	Total
Judges	9	8	17
Prosecutors	5	2	7
SPRK experts		5	5
Total	14	15	29

6. STP – Domestic Violence	
Participants	Two-days session
Judges	50
Prosecutors	17
Total	67

7. STP – War crimes	
Participants	One-day session
Judges	12
Prosecutors	3
Professional associates	6
Legal officers	1
Officials from the HRF	2
Total	24

8. SPT – Extremism, radicalisation and terrorism			
Participants	Session II	Session III	Total
Judges	4	3	7
Prosecutors	1	1	2
SPRK experts	2		2
Investigators – Kosovo Police	2		2
Professional associates and legal officers	1	5	6
		3	
Officials from probation service	3	3	6
Mediators		1	1
Total	13	16	29

9. STP – writing of accusatory acts	
Participants	One day session
Judges	12
Prosecutors	12
Total	24

Tables no. 6: Specialized trainings and participation

5.2.4 Implementation of quality trainings according to the competence and requirements of judges and prosecutors

The Training Program of the Academy of Justice has offered training and other training activities from all areas of law including: civil, criminal, justice for children in the criminal aspect and civil, economic-commercial, administrative, minor offences, ECHR, EU and International legislation.

Participation in these trainings is made upon application. During this reporting period, AJ has received 7500¹¹ applications, while participated only 3216 participants.

The following report includes activities delivered according to areas, trainings delivered by month, number of participants and duration of trainings.

Trainings according to areas - 2022	Total trainings	Total participants
Administrative	7	78
Civil	16	492
Special Chamber of the Supreme Court	2	34
Justice for Children - Civil	2	33
Justice for Children - Criminal	6	115
EU Law	1	25
Labor Law	1	18
Commercial Law	13	167
Interdisciplinary	3	41
ECHR	14	346
Minor Offences	3	50
Constitutional	1	9
Mediation	3	64
Criminal	71	1744
Total	143	3216

Table no. 7: Trainings according to areas and participation

¹¹ Judges and prosecutors apply to participate in continuous trainings and based on applications the training preparations are made.

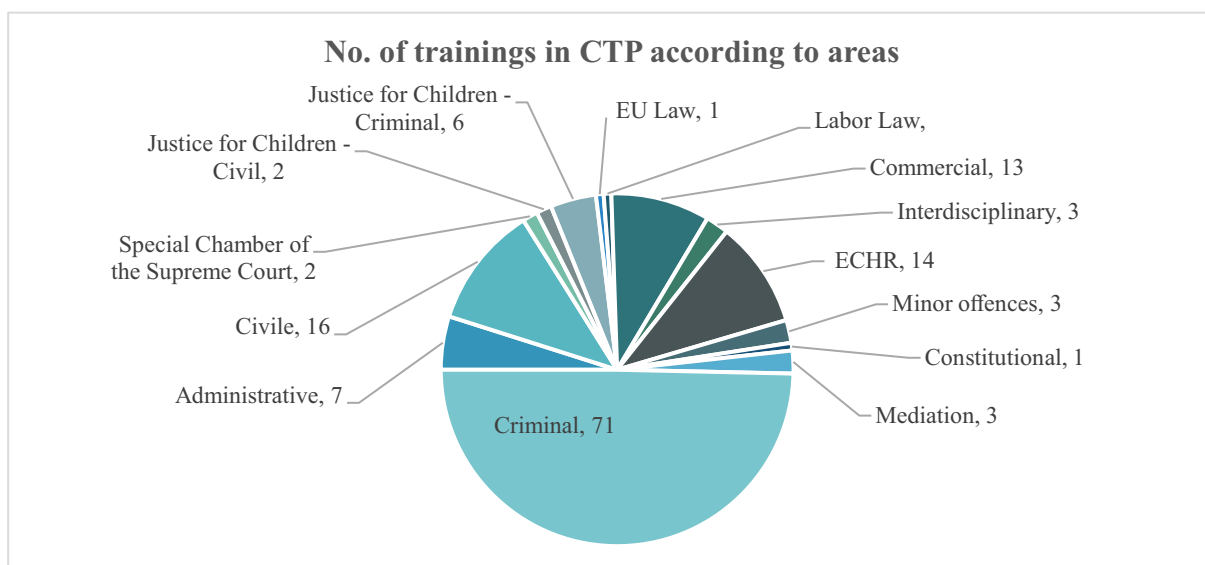


Chart no. 2: Number of trainings conducted in CTP according to areas in 2022

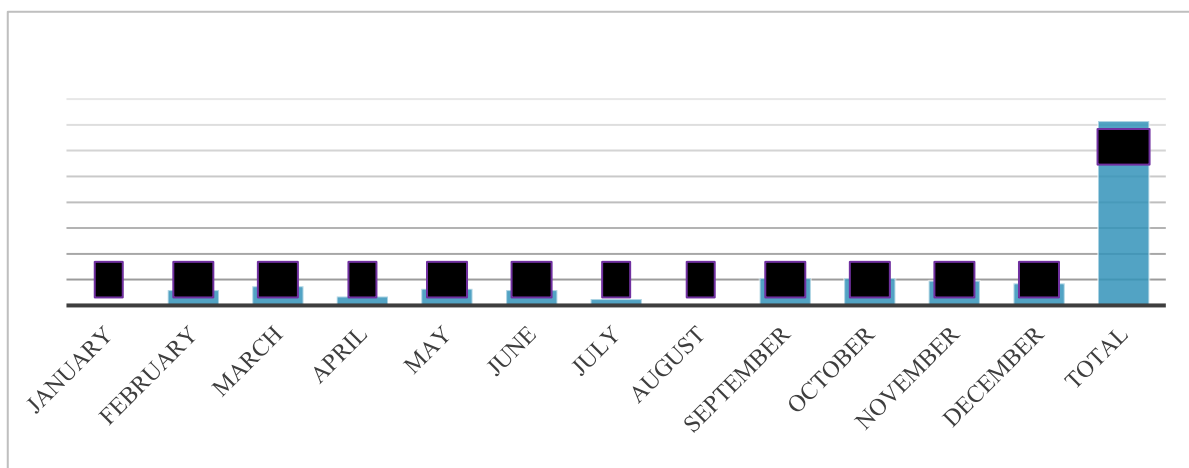


Chart no. 3: Number of trainings conducted on monthly basis

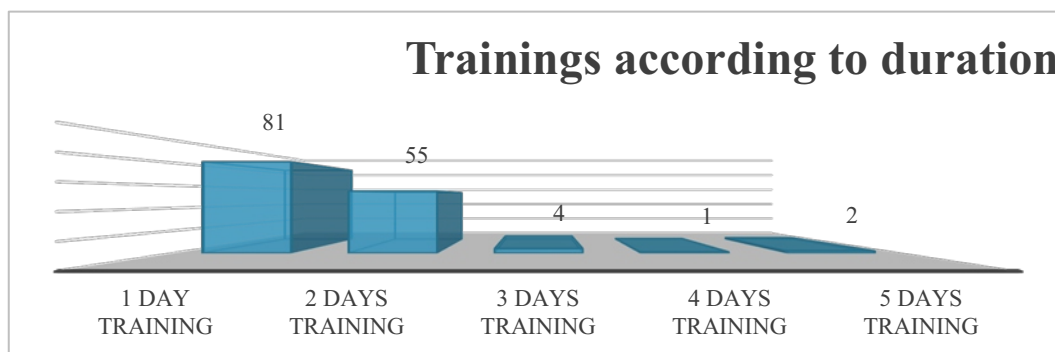


Chart no. 4: CTP Trainings according to duration

5.2.5 Continuous Training in criminal law area (material and procedural)

Criminal justice continues to face challenges in combating new and sophisticated forms of criminality that require the improvement of legislation, and at the same time the increase of professional capacities. In view of this, the Program of continuous training in the criminal field has given priority to specialized training programs, legislative changes, namely training for the innovations of the Code of Criminal Procedure as well as other trainings that have included judicial practice in this field for the material as well as procedural aspects. These activities are addressed in the form of trainings, workshops and round tables.

Other training in the criminal law area

In 2022, 71 training activities from the criminal field were carried out. In the framework of these activities, the following material and procedural criminal law issues were addressed:

From the material criminal law the following trainings were carried out: Criminal offenses against the environment, Illegal usurpation and restitution of property, Incitement of hatred, division or national, racial, religious or ethnic intolerance, Criminal offenses against life and body with a focus on the criminal offense of murder and aggravated murder, Criminal offenses against narcotics with special emphasis when committed in an organized manner, International legal cooperation in criminal matters, opportunities and challenges, Criminal responsibility of legal entities.

These topics have been addressed in order for the participants to:

- Advance knowledge about criminal offenses against the environment;
- Apply correctly the legal provisions related to the illegal usurpation of immovable properties;
- Apply the legislation related to hate crimes correctly;
- Advance knowledge about criminal offenses of murder and its qualified and privileged forms;
- Identify the elements of criminal offenses related to dangerous narcotics and psychotropic substances;
- Advance knowledge about international legal cooperation in criminal cases.

From criminal procedural law, trainings such as: Trafficking in human beings, Criminal procedure involving perpetrators with mental disorders, two trainings, Evidence in criminal procedure, Secret measures of investigation and surveillance as well as Protection of witnesses and injured (victims) have been carried out. cooperating witnesses, this training is divided into 3 sessions of two days, a total of 6 days of training, Detention and other measures to ensure the presence of the defendant in the procedure, Judicial examination and trial in absentia, Legal remedies in criminal procedure, Compensation of victims of crime within the legal system of the Republic of Kosovo.

The trainings from the procedural field aimed for the participants to:

- Correctly identify the elements of criminal offenses of human trafficking;
- Advance knowledge related to the features of the criminal procedure involving offenders with mental disorders;

Correctly apply the legal basis for securing and using evidence;
Correctly assess the elements for determining the measures to ensure the presence of the defendant in the procedure;
Apply correctly the procedure of the initial review and in the second review;
Fair application of general rules regarding legal remedies.

5.2.6 Trainings in the commercial field

During this reporting period, the training curriculum that includes 9 modules for capacity development of the Commercial Court Judges. These modules have elaborated issues as below:

- In-depth overview on the bankruptcy procedure;
- Intellectual property law, the trademarks, patents;
- Implementation and specifics of the EU Directives and International regulations on cases of the commercial, fiscal and customs nature;
- Specifics of the fiscal, tax and budget law;
- Understanding the banking industry, insurance and financial institutions;
- Enforcement procedure, legal basis and legal remedies;
- Practical implementation of the Law on Business organizations;
- Construction contracts;
- Summary of the ICT industry specifics, licensing and the property rights.

In addition to the above-mentioned modules, four (4) trainings were also carried out in the economic field, where issues such as: Recognition and enforcement of local and foreign Arbitration Tribunal decisions, implementation of Intellectual Property Rights, implementation of Intellectual Property Rights, as well as training on Insolvency Law of Commercial Companies were carried out.

As a result of these trainings, the participants were able to:

- Advance knowledge about the role of judges in the process of recognition of arbitration decisions;
- Advance knowledge on the legal bases and international and EU standards for the protection and implementation of intellectual property rights;
- Increase their knowledge on the legal bases and international and EU standards for the protection and implementation of intellectual property rights in the digital environment;
- Know the insolvency procedures.

5.2.7 Trainings in Constitutional Law

In the reporting period, one (1) training was carried out in the field of constitutional law on the topic: Current practice of the Constitutional Court according to requests and complaints in the

criminal field. The purpose of this training was to raise the professional skills of judges and prosecutors regarding the procedure for the admissibility of requests, the relationship of the Constitutional Court of Kosovo with regular courts in the context of constitutional provisions, familiarization with the current practice of the Constitutional Court according to requests-complaints in the criminal field, as well as understand the role of incidental control of constitutionality.

5.2.8 Training for the Special Chamber of the Supreme Judge

In the Training Program of 2022, there were also trainings exclusively dedicated to the Special Chamber of the Supreme Court. For this beneficiary category, two (2) trainings have been carried out, such as: Judicial control over the decisions of the Agency that are created by the process of Privatization and Liquidation and the Role of the Agency and the process of privatization liquidation of social enterprises by KPA.

The purpose of these trainings was to increase professional capacities for:

- The procedure for submitting requests/complaints to the Special Chamber;
- Implementation of the time limits for opposing the decisions of the Agency;
- The right implementation of the legal provisions which are applied depending on the contested decision;
- Correct implementation of the privatization and liquidation procedure;
- Fair evaluation when the transformation of an SOE has been or has not been discriminatory;
- Competences of the Agency related to the administration of SOEs and
- Identification of persons who have the right to participate in the process of privatization and liquidation.

5.2.9 Training in Minor offences area

The training curriculum in the field of minor offences was mainly focused on the implementation of normative acts that regulate various misdemeanors, distinguishing the Minor offence procedure at the request of the inspectors, Disturbance of Public Peace and Order as well as Legal Persons as perpetrators of the minor offences.

Through these trainings, the aim is to raise the professional capacities of judges in:

- The correct implementation of the minor offence' procedure, the issuance of the legal judgment by applying the legal provisions correctly;
- Identification of incriminating actions in the field of protection of the public order and peace.

5.2.10 Trainings for the European Convention on Human Rights and the EU

The Academy of Justice during 2022 has conducted eight (8) trainings and five (5) regional roundtables. These activities were aimed at advancing the knowledge of judges, prosecutors and other legal professionals about the European Convention for Protection of Human Rights and its effects on the legal system of the Republic of Kosovo. In the framework of these activities, topics such as: Prohibition of torture - Jurisprudence of the European Court of Human Rights; Property rights - Jurisprudence of the European Court of Human Rights and Article 1 of Protocol No. 1 were addressed; The ECHR Article 8- the right to private life, family life, residence and correspondence, to marry and create a family and for the equality of spouses; The right to a regular judicial process; Training in the field of defamation and reputation protection Protection and safety of journalists; Implementation of Article 2 of the European Convention for the Protection of Human Rights and Fundamental Freedoms; The material and procedural aspect of the Law on Protection from Discrimination and the challenges in its implementation; and the ECHR in cases of discrimination, including the Law on Protection from Discrimination of the Republic of Kosovo and its relation with other laws with emphasis on the Labor Law and Law on Contested Procedure.

All the roundtables elaborated on important aspects of the Freedom of expression and the Media.

Main objectives of these activities was to increase the capacities of judges, prosecutors and other legal professionals on the following and enable them to:

- Conditions and health care in detention and the judicial responsibilities;
- The Property rights according to ECHR and the ECtHR jurisprudence;
- Legal nature of the family life;
- The scope of the right to a fair trial;
- The concept of defamation;
- Positive obligations of the state and concrete cases;
- Main elements of each form of discriminations;
- Correct interpretation of legal provisions that relate to discrimination.

In the reporting period, 2 trainings on EU law were carried out. The first training was with emphasis on Judicial practice in civil, administrative and commercial cases according to the European Court of Justice. The purpose of the training was to increase the professional capacities of the judges of the Commercial Court for the legal values of the European Union by providing professional explanations and analysis of relations between the legal systems of the member states and European law with an emphasis on the general European standards in economic-budgetary matters, and the obligations of the member states and those who are candidates, Familiarization with the decisions of the Court of Justice of the European Union and its authorizations, and Familiarization with the Treaty of Lisbon and the Copenhagen principles which relate to the candidate countries.

The second training covered important aspects of Implementation and specifics of the international instruments, Directives and EU Regulations on commercial, fiscal and budget areas, particularly the changes to the new Law on International Private Law.

These training aims to:

- Analyze correctly the effect of the European law in national level (the direct and indirect effect);
- Apply the EU legislation correctly;
- Elaborate on practical cases of the EU law by courts and an EU member state.

5.2.11 Training on Mediation

In the reporting period, trainings were carried out to increase training capacities in the mediation field. For details, please see the following data of this report, which deals with Training of Trainers. Also, 3 regional mediation training sessions were held and benefited judges, prosecutors and mediators from the region of Gjilan, Ferizaj and Peja.

5.2.12 Unification of judicial practice in the criminal field through trainings and roundtables

The realization of trainings through the methodology of the tables was the result of the requests and needs of judges and prosecutors to unify judicial practice in civil, criminal, administrative areas, in the areas of justice for children, for all levels of judicial instances. The roundtables have served as a good basis for providing knowledge to the participating judges and prosecutors regarding the consolidated practice for procedural matters.

During the year 2022, 3 training activities were carried out in the form of roundtables on the following topics: Punitive policy and implementation of the guideline; Seizure and confiscation; as well as Criminal offenses against sexual integrity. The purpose of these round tables was to inform the participants on the Novelties to the Criminal Procedure Code on the effect of measuring the penalty, the implementation of the relevant circumstances in the case of setting the penalty, as well as implementation of the guidelines for the penal policy, identification of legal problems related to the seizure and confiscation, as well as extending the participants' knowledge on the criminal procedure when perpetrator is an adult.

Trainings on Novelties to the Criminal Procedure Code

Within the Continuous Training Program, there were 8 trainings in duration of 2 days on Novelties to the Criminal Procedure Code. Purpose of these trainings was to extend the knowledge of participants on novelties for the Criminal Procedure Code. These trainings elaborated on the following: Compulsory defense; Defense counsel at public expense; When defense is not compulsory and the rights of the injured party or victim; Dismissal of criminal charges/right to appeal the decision; Special investigative measures; Special investigative measures; Interrogation in preliminary procedure; Statement in preliminary procedure and special investigative opportunity; Investigation (time limit of investigations, suspension and re-opening of investigations); Plea agreement and cooperating witnesses; Public access to the indictment and publication of the verdict; Second review, indictment and confirmed and scheduled judicial review; Seizure and forfeiture; Judgment in absentia; Sentencing hearing; Standard of review of appeals (substantial violations, reversal of judgment by the Court of Appeals and retrial); Petition for defense of legality; Criminal proceedings where include perpetrators with mental disorders ;

Procedures for suspending an official from office. These trainings were carried out as regional trainings. In total, 16 days of training were completed.

5.2.13 Unification of judicial practice in the civil field through trainings and round tables

In the reporting period, total of 16 training activities were carried out in the civil field, with 492 participants. The activities in the civil field were carried out mainly in the form of round tables, where family matters, matters from contentious, enforcement and non contentious procedures, property matters, unification of judicial practice, judicial protection in labor disputes, the mediation field and other issues that continue to be challenging for judges.

The tables served as a good basis for providing knowledge to the participating judges regarding consolidated practices. The issues were addressed by presenting the challenges identified in the practice of the second and third instance courts, which were presented through concrete cases in order to advance the abilities of the representatives of the judiciary to commit to good functioning, effective, independent and professional judgment.

The presentation of the topics was through the presentation of practical cases directly related to the issues that were addressed. For the presentation of the case, the moderator at the tables took into consideration the factual and legal aspects of the case, presenting questions/dilemmas on which the discussions took place. The moderator has been prepared and open to discuss the cases related to the topic of the relevant session, encouraging the interactive and analytical discussion of the relevant issue but at the same time offering the theoretical/doctrinal views, the legal perspective and that of judicial practice as support for the possible conclusions that derived from the cases that were discussed.

Addressing each summarized issue of these roundtables is also done through a theoretical presentation of notions and other definitions of each issue that was raised, and at the same time followed by examples for each topic/issue. At the end of the roundtable, the moderators have drawn up a summary report for the table held. In order for the report to serve to dissemination of the results but also with the purpose of identifying any issue that should be included in the Academy's training programs, or eventually be addressed by the general session of the Supreme Court of Kosovo, in order to identify the challenges to the implementation of Legal provisions, Identification of non unified practices in the courts of lower instances, as well as addressing challenges through the presentation of unified judicial practice as a conclusion.

5.2.14 Roundtables and trainings from Justice for children - civil and criminal aspects

In the area of Justice for Children, Academy carried out 6 trainings, of which four (4) on the criminal aspect and two (2) roundtables on the civil aspect.

In the civil aspect, topics such as: Protection of the rights of children without parental care and in cases of changes to their status, and Protection of children's rights in cases of divorce and in cases of domestic violence were addressed.

The purpose of these roundtables was to raise the skills and abilities of judges regarding:

- Judicial protection of children in cases without parental care and in cases of change of their status and in cases of violence and domestic violence.

In the criminal aspect, topics such as: Changes to the Juvenile Justice Code, the measures and sanctions imposed on minors, criminal offenses against the sexual integrity of children, receiving the child-victim statement from the expert were addressed.

The purpose of these trainings was to advance the knowledge and skills of judges and prosecutors regarding:

- Identification and correct interpretation of new legal provisions;
- Fair assessment of the conditions for the imposition of measures and punishments;
- The correct forensic interviewing (interrogation) of children.

5.2.15 Trainings and roundtables in the administrative law area

The trainings in the administrative field have addressed the challenges in the fair and accurate interpretation of the legislation, with emphasis on the interpretation and implementation of the administrative conflict and the connection between the procedures provided for in the separate laws with the Law on Administrative Procedure and the Law on Administrative Conflict.

In the administrative area, there are 6 training activities, from them 5 were trainings and one roundtable. In the framework of these activities, important aspects such as: Administrative Conflict; Object and procedure of the administrative conflict; Role and implementation of the Law on Asylum and its relationship with the International Convention on Asylum; Implementation of the Law on Protection of Personal Data; Protection of administrative and judicial personal rights; as well as the Law on public access and the procedure for realizing the rights to access to information; the Application of the Customs and Excise Code of Kosovo Pension schemes, financed according to the applicable laws in the Republic of Kosovo as well as the round table from the administrative judicial practice of the Supreme Court, for the Department for administrative issues of the Court of Appeal and the Department for administrative issues of the Basic Court in Pristina.

The purpose of these activities was to further increase the professional capacities of judges in:

- The correct interpretation and application of the legal provisions for the administrative procedure and the administrative conflict procedure;
- Extending knowledge about the role and identification of the characteristics of the Law on Asylum of Kosovo;
- Fair implementation of the Customs and Excise Code of Kosovo;
- The correct interpretation of the legal provisions in force for basic age pensions;
- Taking notes of dilemmas that have been presented in the judicial practice of the administrative department of the Basic Court in Pristina.

5.2.16 Implementation of interdisciplinary trainings for judges and prosecutors

In the framework of interdisciplinary competence, seven (7) trainings were carried out. One (1) training on Stress Management, one (1) on Developing trial advocacy skills; one (1) on the main Instruments of CEPEJ (European Commission for the Efficiency of Justice) - the European Information System for Criminal Evidence that it has to do with the Case Management Information System; three (3) for the Reasoning of court decisions, 2 of which for the criminal aspect and one for the civil aspect and one (1) for the regular access and use of the criminal evidence system. Module: European Criminal Records Information System.

5.2.17 Implementation of mandatory trainings according to the requirements of KJC and KPC

Novelties of the Criminal Procedure Code

In order to prepare judges, prosecutors, lawyers, for implementation of the new Criminal Procedure Code, the AJ with the of OPDAT, of the US Embassy in Kosovo, has amended the training program and carried out 24 trainings on the changes to the basic legislation in the criminal field. From these activities, these activities included 8 two -day trainings on the Novelties to the Criminal Procedure Code, with the aim of informing judges, prosecutors, victim advocates, lawyers and professional associates about the Novelties to the Criminal Procedure Code.

During these trainings, the following were addressed: Compulsory defense; The defense at public expense; When the defense is not compulsory and the rights of the injured party or victim; Dismissal of the criminal report and the right to appeal the decision Special investigative measures; Recognition of witnesses; Interrogation in preliminary proceedings, statements in preliminary proceedings and special investigative opportunity Investigation (term of investigations, suspension and re-opening of investigations); Plea bargaining agreement and cooperating witnesses; Public access to the indictment and publication of the verdict; Second hearing, confirmation of indictment and setting the main hearing session; Seizure and forfeiture; Judgment in absentia; Sentencing hearing; Standard of appellate review (substantial violations, reversal of judgment by the Court of Appeals and retrial); Petition for protection of legality; summons in hard copy/electronic summons/virtual hearings; Criminal proceedings involving perpetrators with mental disorders; as well as the Procedure for the suspending the official person from office.

5.2.18 Implementation of special and quality training programs for the needs of professional promotion

For judges and state prosecutors who advance from one level to another, or from one department to another, AJ based on the legal mandate offers adequate training in order to meet their needs and requirements of a professional, interdisciplinary and personal nature. These orientation programs are developed and implemented according to the requirements of the KJC and the KPC. In the

reporting period, there were no trainings for promotion as these trainings come upon the requests from KJC and KPC.

5.2.19 Cooperation and support of donors in the provision of Continuous Trainings

In the reporting period, there was no lack of support from international partners. It has been particularly emphasized in the provision of expertise for specific trainings and in raising the capacities of trainers, not leaving aside the development of contemporary training methodology.

The following table shows number of trainings carried out as a result of close cooperation with various partners and donors who support the justice system.

No. of the trainings carried out by the Academy of Justice in cooperation with the Donors 2022 CTP	No. of trainings
Academy of Justice	69
Support to the Competition Authority and the Commission for State Aid	1
US Embassy	18
European Union - EUKOJUST	5
European Union in Kosovo - EU Support for the Intellectual Property Rights System in Kosovo	2
EULEX	3
GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit)	6
Humanitarian Law Center Kosovo	1
ILO – International Labor Organization	1
INJECT	1
IPROCEEDS	1
IRZ (German Foundation for International Legal Cooperation)	3
Council of Europe - JUFREX (Reinforcing Judicial Expertise on Freedom of Expression and the Media in South-East Europe)	6
OSCE	4
Kosovar Center for the Rehabilitation of Torture Survivors - KRCT	1
Kosovo Center for Gender Studies	3
Shkolla e Magjistratës në Shqipëri	1
UNDP	2
UNHCR	1
USAID/ Commercial Justice	13
US-DOJ/OPDAT	1
Total	74
Total trainings	143

Table no. 8: Number of trainings based on the funder

5.2.20 Implementation of trainings for professional associates and judicial and prosecutorial administrative staff

Trainings for professional associates

The role of professional associates and legal officers is special and affects the development, enhancement and increase of efficiency in the judicial system. Therefore, developing professional capacities has been one of the priorities of the Justice Academy. In this framework, 23 trainings were carried out from the basic training module - criminal aspect, material and procedural.

In the material criminal part, 3 training modules were realized for 4 groups of participants with a total of 12 trainings. The modules are as follows:

- Basic material aspect of the criminal- Application of the most favorable Law; Causes of Exclusion of Unlawfulness; Special Part of Criminal Law and Criminal Offenses against Sexual Integrity - three (3) trainings;
- • Basic material criminal aspect module Cooperation in the commission of a criminal offense as well as criminal offenses from Chapter XXVI, Chapter XXIII, Chapter XXX and Chapter XXIX of the Criminal Code. three (3) trainings;
- Basic material criminal aspect module/ capacity of the perpetrators the meaning of the official person and Punitive Policy for the criminal acts of corruption - three (3) trainings.

In the procedural criminal part, 3 training modules were conducted for 4 groups of participants with a total of 11 trainings. The modules are as follows:

- Stages pf criminal procedure (3 trainings);
- Indictment, court hearing and reasoning (2 trainings);
- Legal remedies and special procedures (3 trainings).

These trainings were attended by professional associates as well as legal officers and other officials of courts and prosecution offices. The following tables present the details:

Professional associates/ Legal officers	
Delivered trainings	23
Training days	23
Participants in trainings	748
Male	285
Female	463
Albanian	720
Serbian	25
Bosnian	3

Participation in trainings	Total participation in trainings	Trained
Professional associates	452	105

Senior legal officers & legal officers	249	59
Senior clerks & clerks	11	3
Administrators	6	1
Victim advocates	2	1
Other administrative staff from Courts and prosecution offices	28	10
Total	748	179

Trainings according to donor	Trainings
Academy of Justice	17
UNDP	6
Total	23

Table no. 9: Trainings for professional associates and based on funder

5.2.21 Trainings for other administrative staff of courts and prosecution offices

In improving the efficiency of the work of the courts and prosecutor's offices, the judicial and prosecutorial administrative staff have a special role. Therefore, in this framework, a total of ten (10) trainings were carried out, through which the continuous professional development and the increase of the effectiveness of the work in the courts and the prosecutor's office were aimed. The training program for these categories has provided training modules that have addressed important aspects of staff work starting from work and file management, communication, use of SMIL and other aspects of work according to the respective functions. These trainings have been followed by professional associates, senior legal officers, referents, administrators, information officers and other profiles.

The following tables present the details:

Trainings for administrative staff of courts and prosecution offices	
Conducted trainings	10
Training days	13
Participants in trainings	172
Male	77
Female	95
Albanian	165
Serbian	6
Bosnian	1

Beneficiaries from trainings for administrative staff	Participation in trainings	Trained
Professional Associates	14	3
Senior Legal officers & Legal officers	48	41
Senior clerk & clerk	18	17
Administrator & Assistant administrators	22	18

Victim advocates	1	1
Other administrative staff of courts and prosecution offices	69	48
Total	172	128

Trainings according to funders	Trainings
Academy of Justice	6
US Embassy	1
Council of Europe - CEPEJ (European Commission for Justice Efficiency)	1
Council of Europe - JUFREX (Reinforcing Judicial Expertise on Freedom of Expression and the Media in South-East Europe)	2
Total	10

Table no. 10: Trainings for other administrative staff of courts and prosecution offices based on funder

5.2.22 Increase of professional capacities for free legal professions

Implementation of trainings for free legal professions

In the reporting period, professionals from the ranks of free professions have also participated in joint trainings with judges and prosecutors, but also in special trainings dedicated to the relevant categories.

A total of three (3) trainings were conducted for the Victim advocates, within which 22 officials from the Office of Victim Advocates and 2 interns from this office benefited.

For private enforcement agents (bailiffs), two (2) trainings were conducted, which were attended by 26 private enforcement agents.

Five (5) trainings were held for the legal aid officers, which were attended by 85 participants.

These trainings were carried out at the request of the relevant institutions and with the support of GIZ.

The following table shows details regarding the participation in trainings by the free professions:

Trainings for victim advocates	
Conducted trainings	3
Training days	3
Total participants	24
Male	14
Female	10
Albanian	23
Bosnian	1

Participation in trainings for OVA	Participation in trainings	Trained
Victim Advocates	22	16
Interns in the OVA	2	1
Total	24	17

Trainings for private enforcement agents (bailiffs)	
Conducted trainings	2
Training days	2
Total participants	26
Male	20
Female	6
Albanian	26

Participation of private enforcement agents in trainings	Participation in trainings	Trained
Private enforcement agents	26	19

Trainings for Free legal aid officers	
Conducted trainings	5
Training days	5
Total participants	89
Male	44
Female	45
Albanian	84
Serbian	5

Participation FLAA in trainings	Participation in trainings	Trained
FLAA officers	85	28
Judges	3	2
Senior Professional Cooperation Officer	1	1
Total	89	31

Table no. 11: Free legal professions in AJ trainings

5.2.23 ADVANCEMENT OF TRAINING METHODOLOGY ACCORDING TO CONTEMPORARY STANDARDS AND METHODS - TRAINING OF TRAINERS

Development of permanent Program for trainers and mentors

In the reporting period, the Academy of Justice is committed to developing the permanent training program for trainers and mentors, which aims to increase teaching skills and strategies, as well as the advancement of techniques for the application of modern training methodology. This program is in the design process and is expected to be done in collaboration with OPDAT, which will support with international expertise.

Implementation of training

Due to the nature and complexity of the training, all trainer's trainings during 2022 have been developed in cooperation with AJ donors who, in addition to technical support, have also enriched the training with international experts and trainers, who with the experience and knowledge were a valuable asset to local AJ trainers.

Based on the Framework Program 2024 2022, the Academy of Justice in 2022 has carried out Training of Trainers, most of them with continuous training sessions as follows:

- Training of Trainers (4 days) in the field of Cybercrime. This training was the result of cooperation with the Council of Europe iPROCEEDS Project. The recruitment process has resulted in 15 candidates from the judicial system, prosecution as well as from investigation unit of the Kosovo Police;
- Training of Trainers (2 days) in the field of Terrorist Financing. This training was the result of cooperation with the project of the Council of Europe, the PECK III Project. The training was the continuation of the Training of Trainers that was carried out during 2021. On this occasion, 15 participants were certified (Judges, Prosecutors, Police Investigators, officials from FIU).
- Training of Trainers (3 days) in the field of Combating and strengthening local Institutions against Violence against Women and Domestic Violence. The 1st phase has started with the participation of professional collaborators of the courts and prosecutors' offices, defenders of the victims, officials from the Agency for Gender Equality as well as police investigators. Phase II took place in December 2022, and included 11 judges and prosecutors, mainly the coordinators of combating domestic violence assigned to courts and prosecution offices;
- Training of Trainers with 3 different training sessions (3 days and 4 days each) in the field of Mediation. This process has started since March 2022, with the recruitment of 15 mediators who are part of the ToT Program, which AJ is developing in cooperation with the Ministry of Justice and the Federal Mediation and Conciliation Service (FMCS) of the US, supported and funded by the Office of International Narcotics and Law Enforcement Affairs (INL) at the US Embassy.

During the 1st session, all participants were informed about the basic training about mediation, mainly in the way of preparing the training, body language, power point content, etc. Session II was more focused on family, property and commercial mediation issues.

During the III session, mediators worked in groups of (5) people, where they demonstrated their knowledge in the development of group trainings. This process is expected to continue during 2023, with 2 more specialized training sessions, which will precede the certification of the participants.

It is worth noting that AJ has developed all Training of Trainers through public announcements, with the aim of transparency, and providing equal opportunities for all participants inside and outside the judicial system, who are interested in being part of AJ's training programs.

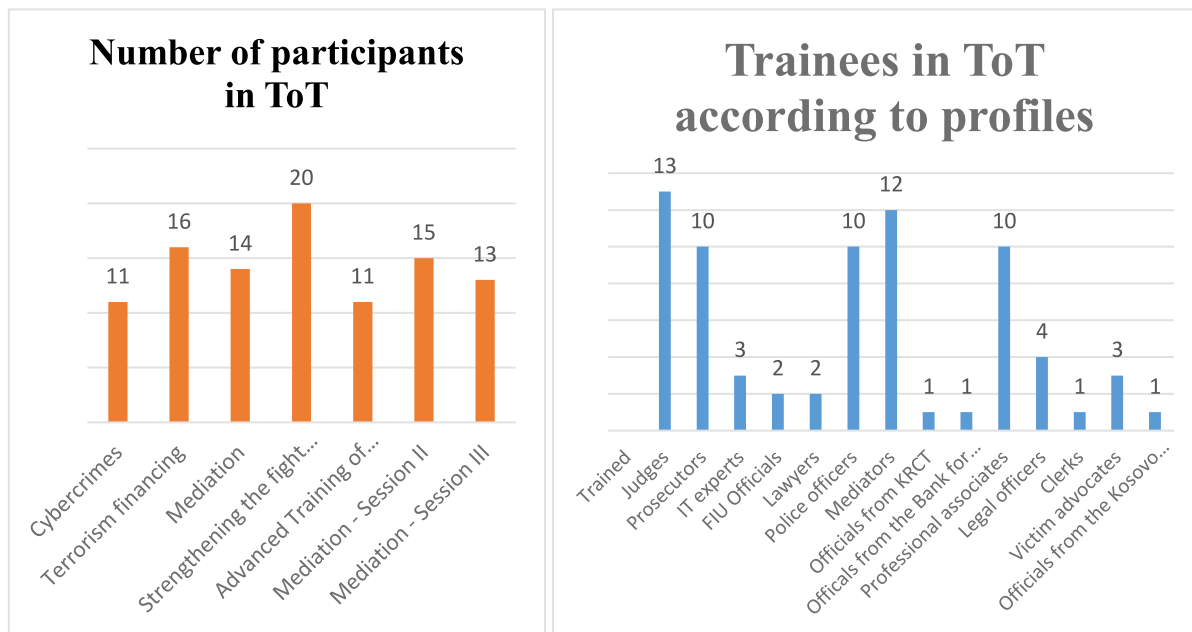


Chart no. 5: Training of Trainers according to topics and participation

5.2.24. Implementation of trainings through the distance learning platform

Distance learning is a very important component for the Academy of Justice. It has been implemented since 2021 and through the ILIAS platform enabling online courses in certain periods of time that have served as an alternative for obtaining information on legal issues that have offered relevant courses for judges, prosecutors, administrative staff of courts and prosecutions, etc.

During 2022, it was invested in changing the distance learning platform and from the ILIAS platform it was switched to the MOODLE platform, which was evaluated as more functional for use. This platform is expected to be functional in 2023 through the training of the staff for use and following the transition of the courses developed by ILIAS to MOODLE and with the development of new training courses which will be integrated into the platform and will be accessible in both languages (Albanian and Serbian).

In cooperation with the Council of Europe, training courses on "*Violence against women and domestic violence*", "*Asylum and human rights*" have been developed. Encouraging AD beneficiaries in the courses of this platform is done through public announcements.

During 2023, another course on the HELP platform, "*Access to justice for women*", is expected to be operational. The entire course has been developed and translated, only preparations are expected to be made with the course mentors for the official opening.

In addition to the Council of Europe, AJ has also collaborated with the CEELI Institute, in order to develop distance learning. Thus, from the cooperation with this Institute, a special course in English has been developed for Judges and Prosecutors, with the theme: "*Judicial Case Management*".

6. INCREASING THE QUALITY OF TRAINING PROGRAMS, ANALYTICAL AND RESEARCH CAPACITIES AS WELL AS PUBLISHING ACTIVITY - RESEARCH AND PUBLICATION PROGRAM

The Program for Research and Publications is part of the Program Department which aims to increase the capacities of judges, prosecutors as well as judicial and prosecutorial administrative staff through the provision of the necessary legal resources as well as the development of AJ training programs through analysis and research activity.

Based on the Law on the Academy of Justice, this program conducts analysis, research and publishing activities for the needs of the judicial and prosecutorial system.

During the year 2022, the RPP activities were carried out in the following lines:

- Implementation of the training needs assessment process and the drafting of the Training Program as well as the AJ's Work and Performance Plan for 2023;
- Publishing activity for the needs of the implementation of the initial training program with an emphasis on the development of training modules;
- Provision of legal resources according to the requirements of AJ beneficiaries;
- Drafting reports on the implementation of euro integration measures and policies;
- Drafting and publication of the newsletter on monthly basis;
- Coordination with the contracting company for the supply of the necessary materials for printing and design services for AJ as well
- Updating the statistics and the database with the activities carried out during the year within the training programs of the AJ.

6.1. Implementation of the training needs assessment process and drafting of the Training Program for 2023

In the framework of this program, the training needs assessment process for judges and prosecutors and the support staff was carried out, which preceded the drafting of the training program and the definition of the training curriculum. This process has required commitment and dedication throughout the year since all evaluation mechanisms have been analyzed and compared in order for the training program to be appropriate to the needs and relevant functions. In this regard, the following activities have been developed:

- The data from the analysis of the evaluation forms after the training sessions during the year 2022 were collected and processed;
- Collection and processing of data from questionnaires for judges and prosecutors;

- Holding meetings with AJ trainers, court presidents, supervising judges as well as representatives from KJC and KPC;
- Review of proposals and recommendations from the Rule of Law Strategy, and other strategic documents relevant for the judiciary, including the EU report on Kosovo and the requirements of the SAA.
- Reviewing the courts and prosecutor's webpages based on their work reports as well
- The legislative agenda was continuously followed in the assembly as well as the media and webpage which focused on the Kosovo Judiciary.

Collection and processing of data from the above mentioned sources has been finalized with the *Analysis Report* from training needs assessment for 2023 which has served the AJ Program Council as the competent and professional authority according to the AJ Law to determine priorities and the content of the training program for 2023.

6.2 Development of publishing activity

An important component of RPP is its publishing activity and publications. In this area, AJ worked closely with ARF, AJ's contracting company for printing and design, as such monitoring the entire process up to their finalization. According to this contract, 22 orders have been completed, within which are the publications of training modules, programs and other items planned according to the contract. In accordance with the legal requirements, it was acted on the basis of the pledged funds and purchase orders issued by the Academy of Justice.

In order to implement the Initial Training Program for the 48 newly appointed judges and 6 prosecutors of the IX generation, RPP is directly engaged in the realization and printing of the training modules of the IPT as follows:

- Module: Criminal Code;
- Module: Criminal Procedural Code;
- Module: International and National Legal Order;
- Module: Legislation and additional skills;
- Module: Personal and interpersonal skills;
- Module: Civil, Administrative and commercial Law;
- ITP for newly appointed judges;
- PTF for newly appointed prosecutors.

For the needs of implementing trainings for professional associates and legal officers of courts and prosecutors' offices, the Basic Training Module, criminal-material and procedural aspects, as well as the Basic Module, civil-material and procedural aspects, 47 copies have been reprinted out.

For the needs of the operation and development of AJ activities, the following publications have been published:

- AJ Work and Performance plan for 2023
- AJ Annual Report for 2021

- Training Program for 2023

The preparation and publication of the AJ Information Newsletter has continued in order to announce all the activities carried out on a monthly basis.

6.3 Further enrichment of the electronic library, database analysis and provision of legal resources according to the requirements of AJ beneficiaries

The RPP program has been engaged in providing legal resources as requested by judges and prosecutors as well as other beneficiaries under the law. In the reporting period, services were provided for access to legal materials found in the database of the AJ electronic library. Requests for legal materials have been mainly in the category of legal commentaries and manuals and this more from interns, students and professional associates and less from judges and prosecutors, since they are already equipped with the respective materials in hard copy while ago. Another significant part of the electronic legal materials is published on the AJ website.

In the absence of a tool for identifying the number of users of the electronic legal library, the following shows the number of users of the AJ page, which may also have an impact on the library.

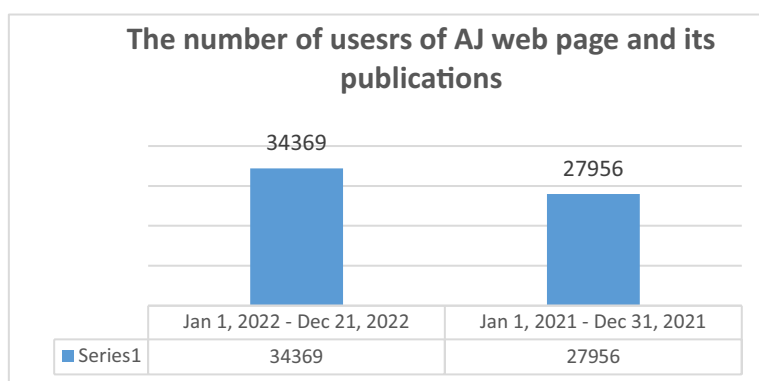


Chart no. 6 Number of AJ site users

The legal library of materials in physical copy in the reporting period was not searchable, therefore even with the temporary relocation of the AJ to the new facility, this library has not been functionalized. It remains to estimate its functionalization depending on the dynamics of requests.

In order to provide its beneficiaries resources and legal resources from the international level, AJ has continued its membership in the Association of Electronic Libraries that the EIFL consortium provides for countries in transition. Given that, during 2022, it has enabled for its beneficiaries according to the law and the other legal community access to the data bases of a legal and general nature as follows:

- **IOP science** enabling researchers to access scientific, technical and medical content.
- **Oxford scientific authorities on international law** including authoritative treaties which continue to define their areas of law, reference works and black letter commentaries which

help answer some practical questions of law and publications of which provide innovative perspectives on current legal problems.

- **Max Planck Encyclopedia on Public International Law** which has provided encyclopedic articles on more than 1,600 international legal issues, concepts and cases.
- **Edward Elgar Publications** providing e-books and publishing journals on law, business, economic and social sciences.
- **Cambridge Online Journals** provides access to a multi-disciplinary collection of over 330 journals covering science, technology, medical, humanity and social sciences.
- Integrated OECD-i-Library for books, journals, papers and statistics
- **International Monetary Fund eLibrary** – which has provided robust and convenient online access to the complete collection of authoritative global economic content published by the International Monetary Fund (IMF). With more than 11,000 text publications and full access to IMF statistical databases.
- **European Database of Human Rights Jurisprudence for South East European countries.** This database provided judgments of the European Court of Human Rights, summaries of cases relevant to the region in local languages as well as other publications such as handbooks and case-law guides of the European Court of Human Rights.

The databases offered by the Electronic Libraries Association have a certain period of access and can be replaced with other databases. During December, this consortium offered the possibility of further subscription to Cambridge Journals Online for which AJ has applied and is waiting to be given access until the end of 2023.

6.4 Updating the statistics and data base with the activities carried out during the year within the AJ training programs

The statistics unit is an important component of the AJ institution which operates under RPP. This unit, after every training carried out within the AJ training programs, has integrated the data of participants and beneficiaries of the trainings as well as the data from the evaluation forms gathered from participants, trainers and those in charge of the trainings. As a result of this, the database and statistics have continued to be the main source of information for KJC and KPC for its beneficiaries according to the law as well as other interest groups, namely NGOs in case of requests for specific issues due to the functioning of these organizations.

This database has been in service and in the function of drawing up reports on the follow-up of training and notification to presidents of courts and chief prosecutor on a weekly basis, for evaluating the performance of judges and prosecutors in KJC and KPC, for reporting to European integration mechanisms and in providing data for institutional representation in conferences and joint meetings with other institutions of the justice system.

In the reporting period, the database has been developed even further, enabling the generation of very accurate and fast data for important issues in the training area.

7. ADVANCE AND EXPAND COOPERATION AND COORDINATION WITH DOMESTIC PARTNERS, INTERNATIONAL PARTNERS, DONORS AND RELEVANT INTERNATIONAL TRAINING INSTITUTIONS

As every year, the Academy of Justice also in the reporting period has prioritized international cooperation, and the assistance and support from donors. As a result, the Academy has benefited and was supported in the implementation of numerous trainings, workshops and roundtables, as well as participation in various international conferences and forums. These activities were aimed at enhancing professional capacities in combating and preventing domestic violence, organized crime and corruption, money laundering, strengthening commercial justice, protection of human rights, as well as implementing best practices in resolving particular legal issues. Judges, prosecutors, administrative staff of courts and prosecutor's offices as well as other legal professionals have benefited from these activities. These activities have been supported by the Council of Europe, OPDAT-American Embassy, the EU office in Pristina as well as by various international organizations that focus on judicial training support. In the following, for each of these collaborations, details are provided for the number of activities and other important data.

7.1 Cooperation and coordination with KJC, KPC, Courts and Prosecutor's Offices of Kosovo

In the reporting period, the Academy of Justice has been intensively engaged in cooperation and coordination with KJC and KPC for the training needs assessment, the development and implementation of training programs and for other aspects of common interest. In this view, a cooperation agreement has been reached for the implementation of the Rule of Law Strategy. In cooperation with the courts and prosecutor's offices, coordination has been made for the training continuity.

7.2 Cooperation and coordination with other institutions of the justice system

The Academy of Justice, in order to further strengthen inter-institutional cooperation during 2022, has continued to implement cooperation agreements with the institutions of the justice system and also with organizations that focus on the rule of law. The Academy of Justice paid special attention to the cooperation with the Ministry of Justice, namely the group responsible for the enforcement of the Rule of Law Strategy and the national coordinator for the Strategy for protection from domestic violence and violence against women.

7.3 Implementation of projects with donors

Activities carried out with the US Department of Justice OPDAT and the US Embassy

During 2022, as a result of cooperation with the American Department of Justice/OPDAT, and the American Embassy, nineteen (19) training activities were carried out, which included roundtables,

workshops and trainings. Out of all these training activities, eight (8) were on the novelties of the Criminal Procedural Code, four (4) workshops on improving judicial practice between judges and prosecutors, cyber forensic tools, two (2) trainings on financial investigations, three (3) training on sentencing, one (1) roundtable with SPRK and judges of the special department for the conduct of the effective sentencing session as well as one (1) the development trial advocacy skills.

Activities carried out with the Commercial Justice Project supported by USAID

AJ in cooperation with the Commercial Law Project - has carried out thirteen (13) activities which included training modules in the field of commercial law. In these training activities, issues from mediation, intellectual property, trademarks and patents, arbitration, specifics of fiscal, tax and customs law, international instruments on fiscal and customs issues, construction contracts, the solution of legal remedies in the enforcement procedure were addressed, including accountability of private bailiffs, commercial enterprises and bankruptcy proceedings.

Activities carried out with the European Union Office and its projects

With the support of the EU, the Kosovo Competition Authority and the State Aid Commission were conducted online training on "Induction training on law on competition and policy and the regulation of state aid in Kosovo". The training is focused on the theoretical and practical treatment of the EU Competition Law and the EU State Aid Law and their implementation in Kosovo. Followed by the main characteristics of anti-competitive practices and the way of regulating them, as well as the main characteristics of the regulatory process of state aid, were discussed in detail. With the EUKOJUST project, five (5) training activities were carried out, which were oriented towards handling legal issues such as access to justice for vulnerable groups - criminal/civil aspects, human rights and persons with special needs, as well as accusations and punishments for cases of domestic violence.

With the EU support project for Intellectual Property Rights System in Kosovo) AJ during 2022 has carried out two (2) training activities on the implementation of intellectual property rights. The purpose of these trainings was to advance the knowledge of judges and other legal professionals regarding legal basis and international standards of the EU for protection and implementation of intellectual property rights and the fair and meritorious resolution of cases based on judicial practice.

With the IRZ project, three (3) training activities have been carried out focusing on measures and punishments imposed on minors, the right of insolvency in commercial enterprises, whereas, within the Specialized Programs - Money laundering and financial investigation - The III session. The purpose of these trainings was to advance the knowledge of judges and other legal professionals regarding relevant legal issues.

Activities with the World Bank - International Labor Office (ILO) Project

With the International Labor Office Project (ILO), one (1) training was carried out, which focused on the engagement of children in heavy forms of work and forced labor. The purpose of this training was to discuss fair and relevant trials developed by judges and prosecutors.

Activities carried out with the Council of Europe office and its projects

With the **IPROCEEDS** project, an induction training for judges and prosecutors in the field of Cybercrime and Electronic Evidence was carried out. The main goal of the training was to increase professional capacities of judges, prosecutors, and police officers in confronting and handling cases of crimes committed against or through the use of computer systems.

With the **JUFREX** project, six (6) training activities on Freedom of Expression and Media were carried out, which were dedicated to judges, prosecutors and other legal professionals from all regions of Kosovo.

Activities carried out by the Chemonics initiative for the Rule of Law in the Western Balkans (WBROLI), funded by the United Kingdom

In the reporting period, AJ in collaboration with the "Chemonics" project has carried out the training needs assessment process for serious and organized crime. Special meetings were held with the Special Prosecutor's Office, the Kosovo Police, as well as with the judges of the Special Department. The purpose of these meetings were to identify the challenges and difficulties in dealing with cases of organized crime and to address them through training or drafting of manuals or guides that will specify the steps and actions that must be taken by the relevant stakeholders for law enforcement for a just solution of these cases.

Also, through this project, two (2) workshops were held for the Evaluation Commissions for the performance of judges and prosecutors operating within the KJC and the KPC, which aimed to design training programs for the members of these commissions.

Activities carried out with OSCE

With the support of the OSCE, four (4) training activities were carried out, in which judges, prosecutors and other legal professionals from the judicial and prosecutorial system benefited. The areas of focus were on the ECHR and the Jurisprudence of the European Court of Human Rights, namely Article 2 and 6 of this convention, on the Law on protection from discrimination and its relationship with the Labor Law and the Law on dispute procedure as well as for securing the claim.

Activities carried out with GIZ

For years, GIZ and its projects have helped AJ in strengthening and fulfilling its legal mandate, namely in providing and implementing training programs not only for judges and prosecutors but also for other free professions. In the reporting period, six (6) training activities were carried out in cooperation with GIZ. As part of these training activities, the following were addressed: Criminal offenses against the environment, Money laundering and financial investigation, sequestration and confiscation, as well as international legal cooperation in the civil field. The purpose of these trainings was to advance the knowledge of the beneficiaries on the respective area of the law, so that through discussions and the presentation of best practices, to enhance professional capacities of judges, prosecutors and other legal professionals toward fair resolution of relevant legal cases.

Activities carried out with UNDP

In the reporting period, AJ in cooperation with UNDP has carried out two (2) training activities dedicated to judges, prosecutors and other legal professionals for the recovery of stolen assets and financial investigations. The purpose of these trainings was to advance the knowledge of judges and prosecutors regarding financial investigations and asset recovery investigation and adjudication of money laundering cases in accordance with the legislation in force.

Activities carried out with UNCHR-Mission Office in Kosovo

During 2022, thanks to the continuous cooperation with UNCHR, one (1) training was carried out for the judges of the administrative department on the topic: International law on refugees and stateless persons. The purpose of this training was the capacity building of judges in the implementation of local legislation in accordance with the principles of international law for the protection of the rights of asylum seekers, refugees and stateless persons.

Activities carried out with the Humanitarian Law Center and other organizations such as INJECT, the Kosovar Center for the Rehabilitation of Torture Survivors (KRCT) and the Kosovar Center for Gender Studies

Within the cooperation with these organizations, a total of 5 training activities were carried out. With the Humanitarian Law Center Kosovo, a training on "War Crimes" was carried out. Whereas, with the INJECT, training related to the legal provisions related to joint property and financial holding. With the Kosovar Center for the Rehabilitation of Torture Survivors (KRCT), a training was carried out on the access of survivors of sexual violence during the war to the justice system, while with the Kosovar Center for Gender Studies, three training activities were carried out for the Istanbul Convention with emphasis to strengthen implementation in ending violence against women, domestic violence and gender-based violence.

Activities carried out with the School of Magistracy of Albania

In the reporting period, the Academy of Justice has signed a Memorandum of understanding with the School of Magistrates of Albania. The purpose of this agreement was to further strengthen the cooperation between the Academy of Justice and the School of Magistrates of the Republic of Albania in the field of organizing joint activities for the qualitative professional development and advancement of judges and prosecutors as well as other legal beneficiaries of both countries. As a result of this agreement, a joint training of judges from both countries was carried out on the topic: Drafting and Reasoning of court decisions.

Activities carried out with EULEX

In the reporting period, AJ in cooperation with EULEX has carried out three (3) training activities in the framework of which important aspects on the unification of prosecution practices on the amendments of the Juvenile Justice Code, as well as the workshop for the protection of judges and prosecutors involved in anti-corruption cases. The purpose of these activities was to strengthen the capacities of judges and prosecutors in the fair trial of cases by applying the legislation in force and international standards.

Activities with the European Judicial Training Network (EJTN)

In the reporting period, AJ was notified by EJTN that the project for the Western Balkans, of which the Academy of Justice was a part of it, will continue for three more years. This project according to the guidelines has facilitated the participation in the EJTN activities to presidents of courts, chief prosecutors, judicial trainers and other members of the judiciary, who can successfully strengthen the institutional relations between their organization and the EU and Western Balkan colleagues.

As a result, the Academy of Justice has enabled the participation of three (3) judges from Kosovo in the short exchange program for 2022 in judicial training institutions such as: Judicial Training Center in Latvia, Judicial Training Academy in Lublin, Poland as well as at the National School of the Judiciary in Greece.

The Academy of Justice, through the national point for EJTN, has received a request from the Constitutional Court of the Republic of Kosovo to enable the participation of Legal Advisors in some activities for which the Constitutional Court itself has financed. After consultation with EJTN, they were approved to participate in one (1) workshop, one (1) seminar and one (1) training in which six (6) Senior Constitutional-Legal Advisors benefited, one of them the Director of the Office for Communication and Information.

Whereas, for 2023, the preparations and selection for the 2023 Exchange Program for Presidents of Courts have been made, where the President of the Basic Court of Pristina has been selected, funded by the EJTN Project for the Western Balkans II.

Nominations have also been made for the participation of judges of the Constitutional Court in the Program of Study Visits for the year 2023, funded by the Constitutional Court of the Republic of Kosovo.

Practical programs and exchange of experiences with countries in the region

The Internship program for candidates of the School of Magistrates of France in judicial institutions of Kosovo

Following the cooperation with the School of Magistrates of France, through the French Embassy in Kosovo, in the reporting period for two candidates from this school, a three-week internship program was organized in the judicial institutions of Kosovo. Candidates during the program had the opportunity to become more familiar with the functioning of the AJ and its programs. Furthermore, they were informed about the work in the prosecutor's office and courts, mainly at the basic level, as well as held informative meetings with local and international collaborators of the AJ, depending on the topics of their interest.

Internship program of judges and prosecutors of the Republic of Kosovo in Bonn

In support of the IRZ, a visit was made to Bonn, Germany, for judges and prosecutors of the VIII generation who have completed the initial training at the Academy of Justice during the 2020-2021. Due to the large number of judges and prosecutors of this generation, the visit was conducted in two groups. Group I consisted of 13 prosecutors and 5 judges, while Group II of 19 judges is expected to realize the respective visit in the first half of 2023.

The purpose of this visit was the practical observation of the working methods in the Courts and Prosecutor's Offices of the Federal State of Germany, as well as the exchange of experiences and strengthening of contacts between the institutions of the two countries. For three days, judges and prosecutors had the opportunity to learn about the regulation of the judicial system in Germany, particularly the criminal, civil and family law, as well as the possibility of alternative dispute resolution in Germany. In the framework of this program, the organization and functioning of the courts and prosecutor's offices, mainly of the first instance, as well as the attendance of two court hearings,

7.4 Institutional planning toward implementation of Euro integration measures and policies

Activities in support of EU integration mechanisms

The Academy of Justice has provided its contribution to the implementation of recommendations and requirements from strategic documents through the design of training programs in accordance with the priorities of the Rule of Law Strategy, the Strategy for protection from domestic violence, the National Program for human rights, the National Plan of the Implementation of the Stabilization and Association Agreement as well as the European Agenda, also has drafted regular reports to the relevant mechanisms which have further served the preparation of inputs for the EU report on Kosovo.

The demands from these mechanisms and not only have influenced the volume of trainings and other activities of the AJ.

Based on the Rule of Law Strategy, has been accomplished the involvement of civil society in determining the training curriculum of the AJ for 2023, which has influenced the creation of new perspectives for the training program. Furthermore, was developed a training needs assessment for members of the Performance Evaluation Commission operating within the two councils in the KJC and KPC, as a prerequisite for the development and design of the training program for these categories. Another important aspect is the establishment of the mechanism for measuring the effect of the training which has started to be implemented in the second period, namely in some training activities, including here the implementation of training in the commercial field and a series of other activities which are in progress. Out of 48 planned measures, 21 of them have been implemented, 24 are in progress and only 3 of them have not been developed.

An integral part of the training program were also the activities according to the Strategy for domestic violence and violence against women, in which case a multitude of activities in combating criminal offenses in this field, including the civil aspect, were carried out as foreseen by this strategy. All planned measures, 6 overall according to this strategy have been implemented.

The National Program for Human Rights has also imposed a large number of training activities in this field, including training on non-discrimination, domestic violence and other aspects of human rights. As a result, there have been trainings on the concrete articles of the ECHR and the case law both local and from the ECtHR jurisprudence, as well as trainings that have been almost similar to the requirements from the Strategy for protection from domestic violence. All the planned measures, 7 in all, have been implemented.

A number of specialized trainings on money laundering and financial investigation have also been carried out, thus meeting, among other things, the requirements of the PKZMSA and the European Agenda (ERA).

In addition to the European integration mechanisms, the Academy of Justice has continuously cooperated with KJC and KPC and the reviewing units of the performance of judges and prosecutors operating within the framework of the two councils, providing data on the continuity of judges and prosecutors in training. Also, for the needs of reporting or institutional presentation in conferences, meetings and other forms, statistical data on training activities and other details that show the commitment of the Academy in increasing the capacities of judges, prosecutors and other beneficiaries according to the law.

8. TRANSPARENCY AND PUBLIC RELATIONS

The Academy has continued its work by making its scope and activities transparent through its website. In the reporting period, all AJ activities have been published on the website, starting with announcements and calls for various activities, training programs, training calendar, training announcements, etc.

9. IMPLEMENTATION OF DEVELOPMENT POLICIES OF THE ADMINISTRATION DEPARTMENT AND FINANCE TO SUPPORT TRAINING PROGRAMS AND OTHER ACTIVITIES IN ACCORDANCE WITH APPLICABLE LAW

The Department of Administration and Finance (hereinafter DAF) is led by the Director for Administration and Finance, which is a management level and includes sectors that are responsible for providing general services such as finance, procurement, information technology, personnel and logistics, in function of realizing the program objectives of the Academy.

The main responsibilities of DAF are defined by the internal organization regulation and are as follows:

- Defining policies and objectives for the development and implementation of standard procedures related to the budget and finances, human resources, procurement, information technology, logistics and the archive of the Academy;

- Management and coordination of the process for the provision of administrative and financial services related to the functions and activities of the Academy;

- Development of a professional, efficient, functional administration for the provision of administrative services, in accordance with the needs and specifics of the Academy;

- Planning, drafting, reporting, supervision and management of the budget and finances of the Academy;

- Implementation of laws and regulations that regulate the competences of the department;

- Planning, coordination and management of procurement activities at the Academy in full compliance with the legislation in force;

- Proposing normative acts for the operation of the department;

- Planning, supervision and administration of information technology equipment, software programs and telecommunication network systems, which are the property of the Academy;

- Planning, supervision and management of the Academy's assets;

- The provision of logistic services, which includes the supply of goods, transport services, maintenance of the Academy's facility and archive, as well as

- Cooperation and coordination with relevant institutions for the implementation of legislation within the functions of the department.

9.1 General services

Within the general services, in the reporting period, in the administrative, technical and logistical aspects, all activities organized by AJ were supported. Depending on the training activities, the training material has been archived for study purposes. The audit by ZKA for 2021 has also been completed and the audit report has been published, as well as a plan for the implementation of the recommendations from the audit report of the financial statements for the year 2021 has been prepared.

9.2 Development, management and capacity building of human resources

Employees at the Academy of Justice are civil servants and as such are subject to the laws and regulations for civil service in Kosovo. In accordance with these rules, the employees of the Academy are in a working relationship with an appointment act since this system was implemented.

The AJ staff is engaged in the implementation of training programs, research analysis and publishing activities as well as other services which are in function of increasing the capacities of judges, prosecutors and other legal professionals.

The approved number of staff with the 2021 budget was 32 positions, while the number of staff at the end of the year was 25 officials. During 2022, an official resigned. The vacant positions could not be filled due to the legal changes that occurred during 2022.

Due to the proper functioning and development of AJ staff, during 2022, some of AJ employees have participated in trainings provided by IKAPs, therefore a training plan, and the individual plan was prepared by all employees, followed with their annual evaluation on achieved objectives

9.2.1 Current employees and the need for new employees

In the reporting period, the total number of positions approved according to the Law on Budgetary Allocations for the Budget of the Republic of Kosovo for the year 2022 was 32 career positions.

The approved number of staff with the 2022 budget was 32 positions, while the number of staff at the end of the year was 25 officials.

During 2022, an official resigned. So, out of a total of 32 positions, 7 positions are unfilled due to problems with the conflict of laws. Vacant positions are: 1. Program Coordinator (Head of the training of staff administration), 2. Director of Administration and Finance, 3. Senior Translation Officer, 4. Senior Translation Officer 5. Personnel Officer; 6. Executive and Representation Office and 7. Driver/handyman

The vacant positions could not be filled due to the legal changes that occurred during 2020 -2022. Based on the AJ law, AJ employees have the status of civil servants, and the internal organization of AJ is regulated by Regulation No. .01/2018, on the Internal Organization and Systematization of Workplaces issued by MB in 2017 and supplemented in 2018. With the entry into force of the Law on the Organization and Functioning of State Administration and Independent Agencies, which does not has involved the Academy of Justice, has prevented the internal legal regulation of AJ in accordance with the aforementioned law, and in this case also the status of employees in AJ.

With the entry into force of the Law on Public Officials, and then with the findings of the Judgment of the Constitutional Court, no. ref.: AGJ 1583/20, dated July 09, 2020 in case no. KO203/19, which gave the obligation to the Assembly regarding the employees of the institutions defined in the enacting clause of this Judgment, where even though the Academy of Justice is not mentioned,

it leaves the possibility to interpret that AJ is ranked within independent institutions of justice. While the current initiative undertaken by the former Ministry of Public Administration, now the Ministry of Internal Affairs, only initiated the process of rationalization of the AJ as an independent agency that would be moved from the Assembly to the Judicial Council and the Prosecution Council of the Republic of Kosovo.

During 2021, following the request of the Academy of Justice, the Ministry of Justice had already established the working group for drafting the concept document to complete the amendment of the AJ law in accordance with the needs and legal requirements of the AJ, which in this case would open the possibility also for establishment of the internal legal body of AJ.

Also in 2021, the AJ Managing Board issued a decision requesting all relevant institutions to help adjust the status of employees in AJ accordingly with the status of employees in the Secretariats of the Judicial Council and the Prosecution Council of the Republic of Kosovo.

The concept document, as mentioned above, is currently in public consultation expected to be finalized by the MD in October, while the status of AJ is now regulated by LAW No. 08/L-063 Law on Amending and Supplementing the Laws Related to the Rationalization and Establishment of Accountability Lines of Independent Agencies, respectively, Chapter IV of this Law defines the Academy of Justice as an Independent Public Institution under full supervision by the AJ Managing Board. So the recent amendments to the AJ law, pave the way for the revision of all by-laws, including the Regulation on the Organization and Systematization of workplaces in the AJ, which provides legal certainty for filling out of vacant positions.

In order to implement the legal mandate of the Academy and the implementation of the legislation in force, during the budget planning for the year 2023-2025, the request to fill the 11 necessary positions for the 2023 was repeated as follows:

- (1) Public Relations Officer:
 - One (1) Head of training for the administrative staff
 - Two (2) Training Officers.
 - Three (3) Publications and Research Officers
 - One (1) Expenditure Officer
 - One (1) officer for distance learning (e-learning)
 - Two (2) legal officers

9.2.2 Staff training

Trainings are an important aspect for the professional development of every public official, therefore, the adequate training for the staff of the Academy of Justice are very necessary due to their better functioning and implementation of their duties. In this regard, the Academy has been cooperating with IKAP and, depending on the program provided by them, has determined the beneficiary staff who have participated in these trainings. Also, the Academy has included the staff in the trainings organized in cooperation with donors.

9.3 Advancement of information technology

In the reporting period, information technology has been a priority for the Academy, focusing on the following activities:

- Continuous maintenance and administration of information technology equipment such as computers, laptops, servers, landlines and other equipment;
- The staff is constantly supported during the working processes on issues related to information technology;
- The conceptual plan for the project: "Purchase of IT equipment" and "Development and improvement of the system for the management of training activities and the website" has been prepared. Both of these plans have been approved by ASHI;
- The official website and other social networks of the Academy are constantly updated with new information. The Academy's website has a significant number of visitors. During this year, on average, about 1550 users visited the website per month. Likewise, the Academy's page on the Facebook social network has reached over 3340 followers. With the construction of the new facility, the need for advancement and supply of information technology equipment in the facility's training rooms has increased in order to increase the quality of training and training capacities in AJ. Equipment mainly includes simultaneous translation equipment, laptop, PC, projector and smart board. All these devices are expected to cost around 500,000 euros, of which 300,000 will be a donation, while 200,000 will be covered by the AJ budget;
- A part of the exams from the Initial Training Program for Generation VIII of newly appointed judges is organized in electronic form using electronic devices. The IT Division at the Academy of Justice has made all the necessary preparations and provided support for the smooth running of the exam;
- During this year, two training courses were developed on the distance learning platform: these courses are: Financial Investigations and Asset Recovery and "Taking Notes" for Court Interpreters;
- During this year, the IT Division has put into use five 5 smartboards - interactive displays. These smartboards enable the trainer and the participant to collaborate on a digital panel, share different materials and discuss in groups even at a long physical distance;
- In December of this year, the Skype for Business communication service was suspended indefinitely;
- During this year, the staff was moved to another facility. In this case, the IT Division has operationalized the Internet network, the landline telephone network, as well as every other IT service in this facility.

9.4 Procurement

The Academy of Justice has drawn up procurement planning for 2022 according to the legislation in force as well as based on the annual requests and needs from all AJ departments. Procurement Planning includes AJ requirements/needs for work/supplies and services in the development of AJ

activities. With the amendment of the Law on Procurement, the development of procurement procedures has moved under the competence of the Central Procurement Agency. Procurement planning includes the description of works/supplies and services together with the estimated value.

According to the legal changes in the procurement field, AJ as an institution with less than 50 employees does not have the right to develop procurement procedures, therefore all procurement activities were carried out through the CPA.

In the reporting period, the procurement activities sent to CPA are as follows:

- Supply of hygienic material;
- Supply of official material;
- Inventory supply;
- Supply of printed materials and design (publications and publications);
- Oil supply;
- Supply of food items;
- DDD Disinfection of the facility;
- Physical security of the facility;
- Cleaning and maintenance services of the facility;
- Moving (carrying) inventory;
- Access and use of the zoom platform.

The procurement activities carried out are as follows:

- Fuel supply for cars - lot 2;
- Fuel supply for heating and generator-lot 4;
- Supply of printed materials - publications and;
- Supply of consumables for the office - supply of paper;
- Supply of copy paper;
- Supply and assembly of the generator contactor (electrical part);
- Providing access to video Communication-Zoom;
- Moving (carrying) the inventory of the Academy of Justice to the new facility. At the request and according to the procurement planning of the Academy of Law, the Central Procurement Agency has developed the procurement procedure for the relocation/carrying of AD inventory. The Law Academy has moved to a new leased facility;
- Servicing and maintenance of the generator;
- Car insurance;
- Drinking water supply;
- Supply of milk and milk products - lot 3;
- Supply of various food Items-Lot 4;
- Supply of various food Items-Lot 5;
- Fixed and mobile telephone services.

9.5 Finance

In Finances, the following activities were carried out:

- The annual financial statements for 2021 have been prepared;
- It was reported to the Committee for Legislation, Mandates, Immunities, to the Regulation of the Assembly and the supervision of the Anti-Corruption Agency of the Assembly and to the Committee for Budget and Finance;
- The self-assessment questionnaire for 2021 has been prepared;
- The cash flow for 2022 has been prepared;
- The Medium-Term Expenditure Framework and Budget for the period 2023-2025 has been prepared, according to which the request of the Academy of Justice for 2023 was 1,855,169 euros, while the budget was allocated by the MFPF in the amount of 892,367 euros.
- Periodic reconciliations of expenses with the treasury have been made;
- Various (supplier, monthly, annual) financial reports have been prepared;
- All expenses processed for this period have been registered in the internal financial database and in SIMFK.

The expenses incurred during this period have been covered by the Budget of the Republic of Kosovo as the main financial source as well as by the support of donor grants.

Budget expenditures are included in these main economic categories: wages and salaries, goods and services, and municipal expenditures.

The following table reflects the initial budget and the final budget for 2022 including economic categories.

Budget and Expenditures 2022				
Description	Initial Budget	Reduction and budget savings	Final budget	Expenditures 2022
Wages and salaries	243,649.00	-	243,649.00	212,350.57
Goods and services	400,000.00	-	400,000.00	269,210.26
Utilities	16,500.00	-	16,500.00	7,180.89
Donors	-	-	27,007.11	24,607.11
Total	660,149.00	-	687,156.11	513,348.83

Table no. 12. Budget Report for 2022

With the Law on the Budget of the Republic of Kosovo for 2022, the initial budget for this year was 660,149.00 euros, for all economic categories including salaries and wages, goods and services and utilities.

The total amount of donations made for 2022 was 27,007.11 euros, from JUFREX the donation is 12,007.11 euros, of which 4,227.11 are carryovers from 2021 and 7,780.00 euros are donations this year,

a donation of 15,000.00 euros was provided by UNDP this year, while 24,607.11 euros were spent from the total donations for this year, and the next year remaining is 2,400.00 euro's unspent donation from UNDP.

The final budget for 2022, in salaries and wages is 243,649.00 euros, in goods and services 427,007.11 euros, of which 400,000.00 euros from the budget and 27,007.11 euros in donations and 16,500.00 euros in utilities.

Description	Budget	Expenditures	Expenditure in % in relation to the total budget	Remaining	Percentage	Budget allocation in %
Wages and Salaries	243,649.00	212,549.68	36.41%	31,099	87	37
Goods and Services	400,000.00	363,593.05	62.28%	36,407	91	61
Utilities	16,500.00	7,616.49	1.30%	8,884	46	2
Total	660,149.00	583,759.22	100.00%	76,390	88	100

Table no. 13. Budget execution for 2022

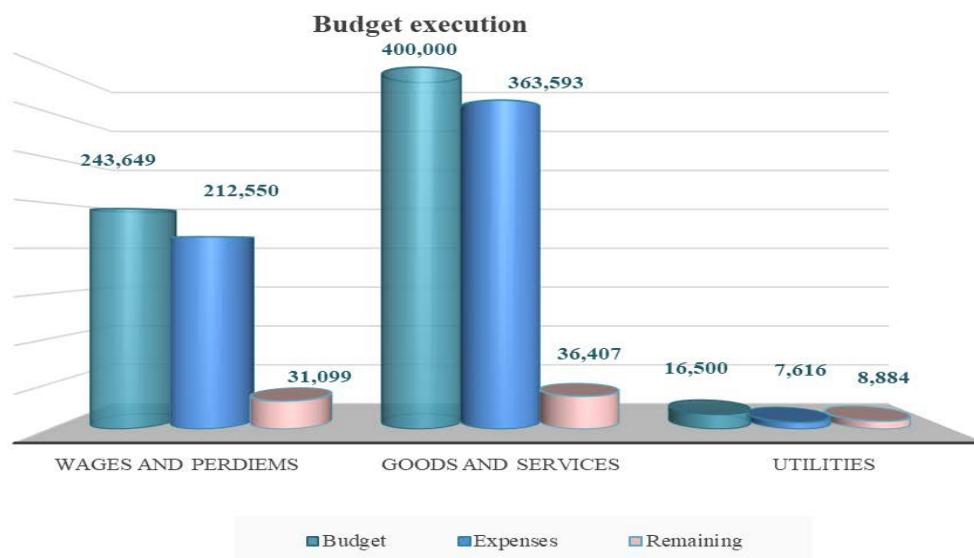


Chart no. 7 Budget Execution for 2022

583,759.22 euros or 88.44% of the budget were spent from the final budget.

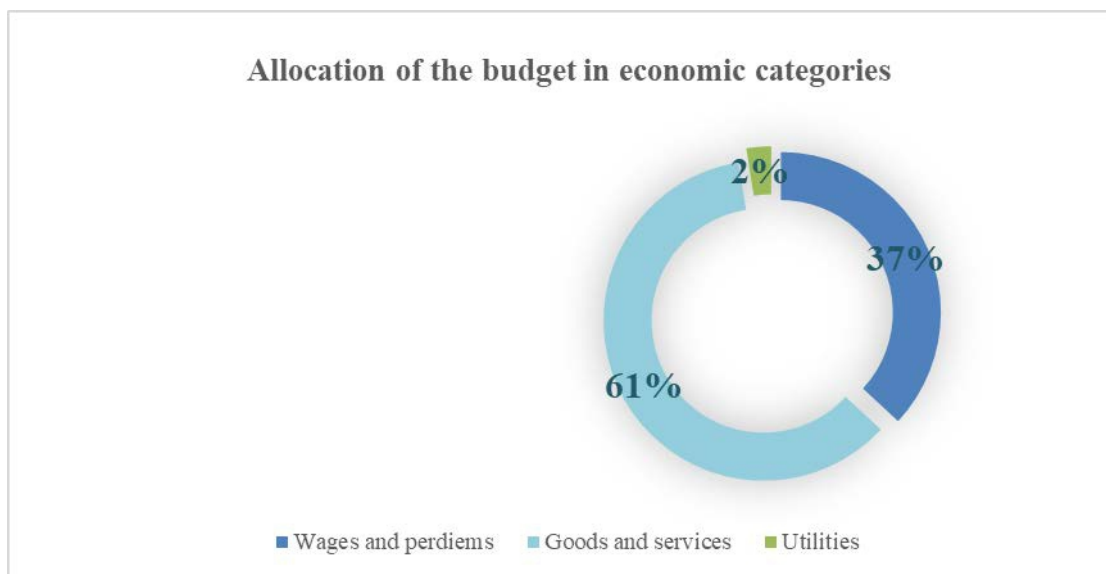


Chart no. 8 Budget Allocation

According to this chart, it can be seen that 37% of the final budget is allocated to salaries and wages, 61% to goods and services, and 2% to utilities.

Expenses in % in relation with the total budget

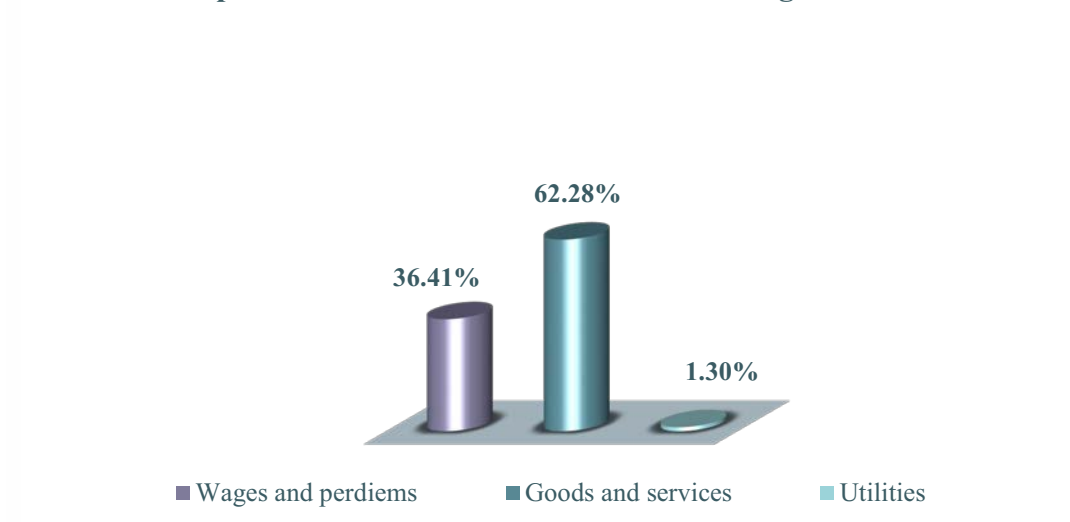


Chart no. 9. Budget expenditure

In relation to the total amount of the budget spent: wages and salaries with 36.41%, goods and services included with 62.28%, and utilities with 1.30%

In the following table, in addition to the economic categories, the expenses are also presented for the economic subcategories, comparing them with the annual budget for each subcategory.

Expenses according to categories and sub-categories					
Expenses January - December 2022					
Account number	Account name	Expenses	Budget	Difference	Percentage
Wages					
11110	Net wages through the list	180,356.56	211,455.88	31,099.32	85.29
11500	Withheld income tax	11,950.14	11,950.14	-	100.00
11600	Employee contribution	10,121.49	10,121.49	-	100.00
11700	Employer contribution	10,121.49	10,121.49	-	100.00
Amount		212,549.68	243,649.00	31,099.32	87.24
Goods and services					
13132	Accommodation for business trips within the country	-	1,000.00	1,000.00	-
13141	Perdiems for business trips abroad	4,212.56	7,000.00	2,787.44	60.18
13142	Accommodation for business trips abroad	-	3,000.00	3,000.00	-
13143	Other official travel expenses abroad	642.12	1,000.00	357.88	64.21
13320	Mobile phone expenses	2,301.14	3,360.00	1,058.86	68.49
13330	Postal costs	-	500.00	500.00	-
13410	Education training services	149,104.80	149,974.95	870.15	99.42
13430	Various health services	-	300.00	300.00	-
13440	Various intellectual and advisory services	3,069.45	4,000.00	930.55	76.74
13450	Printing services - not marketing	-	300.00	300.00	-
13460	Other contracting services	34,941.25	35,000.00	58.75	99.83
13501	Furniture (less than 1000 euros)	4,212.00	4,212.00	-	100.00
13509	Other equipment	-	2,288.00	2,288.00	-
13610	Office supplies	2,586.67	9,948.20	7,361.53	26.00
13620	Supply of food, drinks (not official lunch)	3,877.20	5,000.00	1,122.80	77.54
13640	Cleaning supplies	-	-	-	-
13720	Fuel for central heating	15,051.80	15,051.80	-	100.00
13770	Fuel for generator	1,704.19	1,704.19	-	100.00
13780	Fuel for vehicles	3,525.74	4,295.81	770.07	82.07
13951	vehicle insurance	233.10	600.00	366.90	38.85
13952	Municipal Taxes and Vehicle Registration	-	50.00	50.00	-
13953	Building security and other	12,167.98	12,167.98	-	100.00
13950	Vehicle registration	118.00	300.00	182.00	39.33
14010	Vehicle maintenance and repair	546.00	2,000.00	1,454.00	27.30
14020	Building maintenance	7,979.96	7,979.96	-	100.00
14040	Information technology maintenance	980.00	1,131.00	151.00	86.65
14050	Furniture and equipment maintenance	1,869.00	1,869.00	-	100.00
14110	Rent of the building	81,317.13	81,317.13	-	100.00
14130	Rent of the equipment	1,856.88	6,436.89	4,580.01	28.85
14140	Rent for machinery	15,583.15	15,583.15	-	100.00
14210	Advertisements and vacancies	-	1,000.00	1,000.00	-
14220	Publications	9,926.03	12,991.94	3,065.91	76.40
14310	Official luncheons	148.90	3,000.00	2,851.10	4.96
14310	Expenses - Court Decisions	5,638.00	5,638.00	-	100.00
Amount		363,593.05	400,000.00	36,406.95	90.90
Utilities					
13210	Electricity	4,669.58	8,000.00	3,330.42	58.37
13220	Water	439.58	2,000.00	1,560.42	21.98
13230	Waste	694.35	2,300.00	1,605.65	30.19
13250	Telephone expenses	1,812.98	4,200.00	2,387.02	43.17
Amount		7,616.49	16,500.00	8,883.51	46.16
Total		583,759.22	660,149.00	76,389.78	88.43

Table no. 14. Expenditure by economic category and subcategory

Final Budget for 2020 – 2022			
Discription	2020	2021	2022
Wages and salaries	219,038.08	212,350.58	243,649.00
Goods and services	292,795.84	312,017.69	400,000.00
Utilities	8,069.34	7,180.89	16,500.00
Capital expenses	-	-	-
Total	519,903.26	531,549.16	660,149.00

Table no. 15. Comparison of the budget for 2020 – 2022

9.6 Financial support from donors Donations managed by AJ

Year	Donors name	Expenditures	Allocation	Remaining
2022	UNDP	12,600.00	15,000.00	2,400.00
2022	JUFREX	12,007.11	12,007.11	-
Sum		24,607.11	27,007.11	2,400.00

Table no. 16 Donations managed by AJ

The expenses presented in this note are the expenses incurred during the implementation of the project with UNDP and JUFREX.

The total amount of donation made for 2022 was 27,007.11 euros, from JUFREX the donation is 12,007.11 euros, of which 4,227.11 are carried over from 2021 and 7,780.00 euros are donations this year, from UNDP this year a donation of 15,000.00 euros was made, while from the total donations for this year are spent 24,607.11 euros and the remainder for the next year are 2,400.00 euros' unspent donation from UNDP.

			2022
Donors name	Project number	Project name	Euro
GIZ			16,200.00
Humanitarian Law Center Kosovo			1,386.67
ILO			1,700.00
INJECT			2,737.00
iPROCEEDS-2			40,254.00
KE			82,000.00
OPDAT			65,618.99
UNHCR			570.00
WBROLI project			41,000.00
USAID			42,610.00
Totali i Granteve në euro			294,076.66

Table no. 17. Donations managed by donors

Table 15 shows the donations managed by the donors themselves, which means that these funds do not flow through the Treasury account.

According to the information provided by the representatives of the donor projects in this table, the financial support from the donors is disclosed only in the total of the expenses as received, without being able to disclose them in detail.

The presentation and disclosure of the donations in this case clearly shows that AJ this year has also carried out training activities in support of various donors. Although they are not specified and detailed, the expenses covered were mainly expenses for training services, publications, and study visits.

9.7 Assets

The Academy regularly maintains the registration of its property. The registration of non-financial assets/wealth is done in the E-property and SIMFK system, depending on the asset purchases within the year.

9.7.1 Assets of the Academy

Assets over 1,000 euros and assets under 1,000 euros are included in the asset register. Within the register of assets over 1,000 euros are registered vehicles, photocopies, information technology equipment and sound equipment in the net value of 13,917.61 euros.

Whereas, the assets below the value of 1,000 euros deal with assets that have a lifespan of more than one year and mainly include information technology equipment, furniture and various inventories, library books, etc.

The non-financial assets of the Academy are all non-capital assets registered in E-property. The total value of the equipment includes the value of the equipment available to the Academy on December 31, 2022, 2022, the net value of assets under 1,000 euros is 26,721.25 euros.

9.7.2 Planning new assets and the Academy building

One of the most important requests for this year is the Academy building. Since December 2006, the Academy has been located in a rented building, in order to continue performing its legal functions.

As a result of the delays and other obstacles that have occurred during the construction process of the AJ building, the completion of the construction of the building according to the construction contract has failed. The owner of the rented building in which the Academy used to operate has been asked to vacate as he was planning new constructions, and this has caused the AJ to move to a new rented building, with a new location and other payment terms.

The space of the Academy building, where it is now located, is about **2,000.00 m²**. The implementation of all training programs, the growing needs for specialized training, the needs for all comprehensive training, the training of initial judges and prosecutors, the training of other professionals defined by law, the establishing of the research unit and the library, the organization of conferences and various other activities has influenced the need for enlarging the space.

During the construction of the Academy building by the construction company, EUKOJUST project helped by engaging an expert for the compilation of technical specifications for the internal reorganization of the building, as well as technical specifications for information technology. The engaged expert together with the AJ staff and the staff from the MIA-department of engineering have completed these specifications which will be used in the new contract for the continuation of construction works of the building until its completion.

9.8 Audit by the Office of the Auditor General

During 2022, the audit by ZKA for 2021 was completed and the audit report was published. The Final Audit Report of AJ's financial statements for 2021 has been positive and the annual financial statements in all aspects have presented a fair and true picture.

In order to implement the recommendations from this report, a plan has been prepared and implemented for the recommendation given in relation to the issues found during 2021.

Recommendations and implementation plan for implementation of recommendations

Nr	Findings	Action taken	implementation time	Current status of the recommendation	Risk assesment
1	Failure to register assets in the e-property system	Continuous communications with the Ministry of Internal Affairs for the functionalization of the e-property system	June - December 2022		

Table no. 18. Implementation of the recommendation plan

10. Challenges and recommendations

During 2022, the Academy of Justice faced numerous challenges as follows:

The functional review process that also included the Academy of Justice;
Insufficient budget according to the plans defined for implementation of all training program activities;
Insufficient staff in relation to the training program requirements and other activities according to the law and strategies;
Lack of training monitoring system and their effect on work;
Moving to a new AJ location at the peak of training activities
Lack of profiled trainers;
Lack of literature and other training resources in the Albanian language;
Lack of a permanent program for trainers;
Ensuring participation in training, especially for those who enter as a result of projects with international partners
Application of contemporary training methodology especially case based training methodology.

In order to overcome the above mentioned challenges, the Academy of Justice provided the following recommendations:

- The new law on AJ ensures institutional independence and addresses legal deficiencies and obstacles that the current law has;
- Increase of budget according to the needs and the budget request submitted to the Ministry of Finance;
- Increase the number of employees;
- Building a monitoring training system and its effect at work;
- Joint planning with KJC and KPC in case of recruitment of new judges and prosecutors
- Drafting and implementation of joint protocols between AJ, KJC and KPC for the implementation of mandatory trainings and additional trainings in ITPas well as for basic trainings for professional associates and legal officers;
- Making functional the new AJ building, which then has an impact on the AJ budget.

Table with AJ indicators and performance for 2022

General objective	Sub-objective	Action	Indicator/result
1. Training of newly appointed judges and prosecutors, as well as professional training in accordance with the role and duties of the relevant function (realization of the initial training program)	Implementation of practical training in courts for the VIII generation of 24 newly appointed judges under the supervision of the mentor as well as in other non-judicial institutions	Organizing trainings and monitoring the fulfillment of practical training	The final report has been drafted for the 24 newly appointed judges who have completed the practical training in the criminal field and with this also the initial training in general The report has been submitted to KJC, respectively to the Performance Evaluation Commission
	Development of the professional capacities of judges for the VIII generation of 24 newly appointed judges in the research field and access to legal resources	Monitoring the development of research works	The research works of 24 judges of this generation have been reviewed and evaluated by the ITP trainers. The research papers are attached to the file and the final report for the completion of the initial training.
	Development and implementation of training programs for the next generation of the new judges and prosecutors.	Drafting of training programs for newly appointed judges/prosecutors of the IX generation Implementation of the initial training ¹²	The program is designed according to the established deadlines, adapting to the training needs for judges and prosecutors of this generation. Out of the 48 decreed from the ranks of judges, 45 ¹³ judges have been trained for the theoretical aspect. Out of 6 prosecutors decreed from the ranks of prosecutors for the theoretical and practical training modules during this period, 5 ¹⁴ prosecutors were trained
2. Continuous advancement of the professional knowledge of judges, prosecutors, judicial and prosecutorial administrative staff as well as other legal professionals in professional and interdisciplinary	Implementation of quality specialized training	Organization of trainings for combating war crimes, forms of corruption and organized crime, cybercrime and domestic violence according to the most modern methods and standards	From 9 specialized training programs, 124 judges, 57 prosecutors, 13 professional associates, 2 legal officers, 1 administrative staff, 5 experts of SPRK, 10 police officers, 1 mediator, 7 officers from PS have been trained on combating war crimes, forms of corruption and organized crime, cybercrime as and domestic violence cases.
	Implementation of quality training according to the competence and requirements of judges and prosecutors;	Organization and implementation of professional trainings according to fields	Out of 143 trainings carried out, 235 judges and 149 prosecutors trained in the criminal field 175 judges and 3 prosecutors trained in the civil field 34 judges and 2 prosecutors trained in the administrative field 31 judges trained in civil justice for children

¹² 2 judges from the ranks of the Serbian minority have resigned from the position of judge since November and consequently were absent from the initial training and 1 was on maternity leave

¹³ 1 prosecutor also went on maternity leave

General objective	Sub-objective	Action	Indicator/result
skills and competencies			35 judges and 26 prosecutors trained in criminal justice for children 27 judges and 1 prosecutor trained for the jurisdiction of SCHSC 40 judges and 2 prosecutors trained in economic law 155 judges and 35 prosecutors trained for the ECHR 27 judges trained for the offending area 9 judges trained for the constitutional judiciary 16 judges for the field of mediation
	Unification of judicial practice through implementation of roundtables in criminal and civil fields	Organization and implementation of the roundtables	Implementation of 3 roundtables in the criminal field, 8 in civil, 6 in children's justice (4 in criminal and 2 civil) and 1 administrative field
	Implementation of interdisciplinary training for judges and prosecutors	Organization and implementation of interdisciplinary trainings	Out of 7 trainings in the interdisciplinary field, 32 judges and 8 prosecutors were trained, mainly on stress management, CEPEJ instruments related to the case management information system, as well as on the reasoning of court decisions in the criminal and civil fields.
	Implementation of mandatory trainings according to the KJC and KPC requests	Organization of mandatory trainings according to the KJC and KPC regulations Organization of mandatory trainings from performance evaluation ¹⁵	In the reporting period, trainings on the novelties of the KPCCK were mandatory to all parties, therefore 8 trainings on the novelties of this Code were carried out. The protocol with the KPC for mandatory training of prosecutors with a permanent mandate has been drafted and approved. It is expected to be applied in case of requests that arise after the evaluation of the prosecutors' performance. The same is expected to be done with the KJC for mandatory training for judges.
	Implementation of special and quality training programs for the needs of professional advancement	Designing the calendar, developing modules and conducting trainings ¹⁶	There were no trainings for professional advancement as these trainings are to be planed upon KJC and KPC requests
	Implementation of trainings for judicial and prosecutorial administrative staff	Organization and implementation of trainings from basic training modules for professional associates and legal officers; Organization and implementation of the training curriculum	Out of 23 trainings carried out, 164 professional associates and legal officers have been trained on basic module - material and procedural criminal aspect Out of 10 trainings carried out for judicial and prosecutorial administrative staff, 138 officials were trained from the ranks of administrators, senior judicial clerks and other employees of courts and prosecutorial offices.

¹⁵ The time period for carrying out mandatory trainings according to regulations and performance evaluation, the number of trainings and the number of participants depends on KJC and KPC.

¹⁶ These trainings will be conducted only upon request of KJC and PPC.

General objective	Sub-objective	Action	Indicator/result
		planned according to the training program for 2022 for other judicial and prosecutorial administrative staff	
Professional capacity building of free professions	Implementation of trainings for free professions	Organization and implementation of the trainings	Out of 10 trainings for free professions, 19 private bailiffs, 17 victims' defenders and 28 ANJF officials have been trained. In joint training with judges and prosecutors, 101 lawyers mainly on novelties of the Code of Criminal Procedure
Advancement of training methodology according to contemporary standards and methods	Development of permanent Program for trainers and mentors	Drafting of the permanent Program for trainers and mentors ¹⁷	In the reporting period, the Academy of Justice is committed to develop permanent training program for trainers and mentors, which aims to increase teaching skills and strategies, as well as, advance the techniques for the application of modern training methodology. This program is in the design process and is expected to be conducted in collaboration with OPDAT, which will provide its support to AJ with international expertise. This indicator has not been reached yet. It is in the process of being realized with the OPDAT Project
	Implementation of training of trainers	Organization and implementation of training for trainers in the field of cybercrime, domestic violence, mediation, confiscation and money laundering without a predicate offense.	Out of 7 Training of Trainers that were carried out, 13 judges, 10 prosecutors, 3 IT experts, 2 Officials from FIUF, 10 police officers, 1 trainer from AKSP, 10 professional associates, 4 legal officers, 1 court clerk, 3 victims' advocates, 12 mediators, 2 lawyers as well as 1 official from the NCRC and the Bank were trained
	Implementation of trainings through the remote platform	Development of training courses as well as the organization and implementation of trainings	In the reporting period, a training on Financial Investigations and Asset Recovery was carried out on the MOODLE platform, which was consolidated during this year, as well as three other courses on the HELP platform on the topic of Violence against women and domestic violence, "Asylum and human rights".
Increasing the quality of training programs, analytical and research capacities as well as publishing activity	Implementation of the training needs assessment process for 2023	Collection and processing of data from the developed mechanisms	The Report with the analysis and assessment of training needs for 2023 was drafted, which preceded the drafting of the training program for 2023
	Development of publishing activity	Collection of research papers or other legal materials and evaluation for publication	As for the magazines, this indicator has not been reached. Legal obstacles and difficulties have not yet been overcome.

¹⁷ The design of the permanent program for trainers and mentors will be realized in cooperation with OPDAT, which will support with international expertise.

General objective	Sub-objective	Action	Indicator/result
	Further enrichment of the electronic library, and analysis of the database as well as the provision of legal resources according to the requirements of AJ beneficiaries	Collecting and publishing in the database of the electronic library, subscribing to the database and providing access to AJ beneficiaries	In the reporting period, 19 ITP training modules were published with the consent of the authors. Membership in ABEK and access to databases through this association continued. During the year, there were requests for legal materials, mainly for the basic module of professional associates as well as for comments which have been provided with the relevant links.
Advancing and expanding cooperation and coordination with local partners, international partners, donors and relevant international training institutions	Cooperation and coordination with KJC and KPC as well as with the Courts and Prosecutor's Offices of Kosovo	Implementation of current and new MoU's	In the reporting period, in addition to the implementation of the current MoU's, a cooperation agreement was reached for the implementation of the Rule of Law Strategy. In cooperation with the courts and prosecutor's offices, coordination has been made for the continuity of trainings.
	Cooperation and coordination with other institutions of the justice system	Implementation of coordinated and balanced training programs for relevant categories as well as development of training curricula and other forms	The Academy of Justice, in order to further strengthen inter-institutional cooperation during 2022, has continued to implement cooperation agreements with the institutions of the justice system and also with organizations that focus on the rule of law. The Academy of Justice has paid special attention to cooperation with the Ministry of Justice, namely the group responsible for the implementation of the Rule of Law Strategy and with the national coordinator for Strategy, protection from domestic violence and violence against women.
	Implementation of projects with donors	Coordination for the implementation of projects	In the reporting period, there were only 20 projects with donors in continuous training. As a result of coordination with these projects, 74 training activities were carried out.
	Institutional planning in implementation of Euro integration measures and policies	Implementation of the measures planned by the functional review and other documents at the national level	The Academy of Justice has been intensively engaged in the implementation of the measures planned according to the strategic documents and regularly drafted reports with data on their fulfillment.
Transparency and public relations	Providing access to stakeholders	Publication of its activities on the portal and website	In the reporting period, all AJ activities have been published on its website, starting with announcements and calls for different activities, training programs, training calendar, training announcements, etc.
Implementation of the developing policies of the administration and finance department for the support of training programs and other activities	Development, management and capacity building of human resources	Implementation of the recruitment process for vacant positions following various trainings for professional development of AJ staff	<p>Out of 32 total positions, 7 positions are unfilled due to conflict of law problems. Vacant positions are: 1. Coordinator of Program (head of the training for administrative staff), 2. Director of Administration and Finance, 3. Senior Translation Officers, 4. Senior Translation Officers 5. Personnel officer; 6. Executive and representation Officer and 7. Driver/housekeeper</p> <p>The vacant positions could not be filled due to the legal changes that occurred during 2020 - 2022. Based on the</p>

General objective	Sub-objective	Action	Indicator/result
<p>according to the law in force</p>			<p>AJ law, AJ employees have the status of civil servants, whereas the internal organization of AJ is regulated by Regulation No. .01/2018, on the Internal Organization and Systematization of Workplaces issued by KJ in 2017 and supplemented in 2018. With the entry into force of the Law on the Organization and Functioning of State Administration and Independent Agencies, which did not include the Academy of Justice, has prevented the internal legal regulation of AJ in accordance with the aforementioned law, and in this case also the status of employees in AJ.</p> <p>With the entry into force of the Law on Public Officials, and then with the findings of the Judgment of the Constitutional Court, no. ref.: AGJ 1583/20, dated July 09, 2020 in case no. KO203/19, which gave the obligation to the Assembly regarding the employees of the institutions defined in the enacting clause of this Judgment, where even though the Academy of Justice is not mentioned, it leaves the possibility to interpret that AJ is ranked within independent institutions of justice. While the current initiative undertaken by the former Ministry of Public Administration, now the Ministry of Internal Affairs, only initiated the process of rationalization of the AJ as an independent agency that would be moved from the Assembly to the Judicial Council and the Prosecution Council of the Republic of Kosovo.</p> <p>During 2021, following the request of the Academy of Justice, the Ministry of Justice had already established the working group for drafting the concept document to complete the amendment of the AJ law in accordance with the needs and legal requirements of the AJ, which in this case would open the possibility also for establishment of the internal legal body of AJ.</p> <p>Also in 2021, the AJ Managing Board issued a decision requesting all relevant institutions to help adjust the status of AJ employees to match the status of employees in the Secretariats of the Judicial Council and the Prosecution Council of the Republic of Kosovo.</p> <p>Also in 2021, the AJ Managing Board issued a decision requesting all relevant institutions to help adjust the status of employees in AJ accordingly with the status of employees in the Secretariats of the Judicial Council and the Prosecution Council of the Republic of Kosovo.</p> <p>The concept document, as mentioned above, is currently in public consultation expected to be finalized by the MD in October, while the status of AJ is now</p>

General objective	Sub-objective	Action	Indicator/result
			regulated by LAW No. 08/L-063 Law on Amending and Supplementing the Laws Related to the Rationalization and Establishment of Accountability Lines of Independent Agencies, respectively, Chapter IV of this Law defines the Academy of Justice as an Independent Public Institution under full supervision by the AJ Managing Board. So the recent amendments to the AJ law, pave the way for the revision of all by laws, including the Regulation on the Organization and Systematization of workplaces in the AJ, which provides legal certainty for filling out of vacant positions.
	Planning and execution of the budget in accordance with the legal rules in force	Preparation of budget requests for 2023-2025 for all activities included in the budget.	KASH 2023-2025 has been drafted according to AJ needs and has been sent to MFTP, while the budget for 2022 has been realized around 88%.
	Procurement planning and fair management of contracts	Drafting plans for contract management and their implementation in harmony with the legislation in force.	Procurement planning was carried out and there were also other additional activities in procurement such as the procurement activity for moving (relocation) from the rented building where it was located to the other rented building, as well as contract management was carried out in this regard
	The use of information technology in the realization of the functions of the Academy of Justice	Maintenance and management of hardware and software equipment	Administration and ongoing maintenance of IT equipment is done. Continuous support for staff in work processes with issues related to information technology. The conceptual plan for the project: "Purchase of IT equipment" and "Development and improvement of the system for the management of training activities and the website" has been prepared. Five smartboards - interactive displays have been put into use
	Providing general services for the better functioning of AJ and activities planned for 2022	Organization and coordination of translation services, infrastructure, supplies, transportation, maintenance, electronic system of supplies as well as classification and archiving of documents.	The general services in support of the implementation of AJ activities have been carried out
	Transfer to the new facility of the Academy of Justice	Drafting the plan for the transfer process as well the transfer to the new building	Due to the obstacles in the construction of the AJ building, AJ couldn't move to its new building. However, again AJ was forced to vacate the facility in which it developed its activity due to the request of the owner and moved to a new rented location.

Table no. 17. Performance indicators

Annexes

As part of the AJ's Annual Work Report for 2022, the following annexes are also attached:

- Annex I – Training conducted in all AJ programs
- Annex II – Training conducted in ITP;
- Annex III – Training implemented in CTP;
- Annex IV – Activities conducted for administrative staff of courts and prosecution offices;
- Annex V – Training of Trainers;
- Annex VI – Training conducted for free professions;
- Annex VII – Training conducted through E-distance learning platform;
- Annex VIII – Training conducted in RPP;
- Annex IX – Trainings with donors.

Annex I – Training conducted in all AJ programs

Initial Training Program 2022								
Beneficiaries	General no.	Trained	Training sessions		Training days	Number of hours	Trainers	Mentors
			Theoretical	Practical				
Generation VIII of judges	24	24	/	51	/	/	/	22
Generation IX of judges	Gr. 1	48	45	204	612	102	612	37
	Gr. 2	30	27					
Generation IX of prosecutors	18	18	204	612	102	612	37	/
Generation IX of prosecutors	6	6	84	71	113	252	19	5
Total	78	75	492	1346	317	1476	93	27
Continuous Training Program 2022								
Continuous Training for judges and prosecutors (including also other legal professionals)								
Beneficiaries	General number	Trained	Participation in training	Number of trainings		Number of training per day		
Judges	388 ¹⁸	362 ¹⁹	2005	143		217		
Prosecutors	183 ²⁰	149	626					
Professional associates/ legal officers of courts and prosecution		144	206					
Victim advocated from ZMNV		14	20					
Other judicial and prosecutorial administrative staff		20	38					
Officials from FLAA		7	7					
Kosovo Police Officers		58	62					
Lawyers		101	110					
Mediators		25	25					
Kosovo Custom Officers		3	3					

¹⁸ <https://www.gjyqesori-rks.org/raportet/> -Statistical report of courts, nine-months -2022

¹⁹ Out of 362 judges, 10 of them were judges from Albania, this as a result of a joint training with the Magistrate School of Albania.

²⁰ <https://prokuroria-rks.org/psh/dokumente-publikime/108/165/665/665/>

Probation officers		22	30		
Center for Social Work Officers		4	4		
Other participants from institutions and other organizations		73	80		
Total		982	3216		
Training for professional associates and legal officers of courts and prosecution on basic modules - civil and criminal aspect					
Beneficiaries	Trained	Participation in training		Number of trainings	Number of training per day
Professional associates	105	452		23	23
Senior judicial officer & judicial officer	59	249			
Senior clerk & clerk	3	11			
Administrators	1	6			
Victim advocates	1	1			
Other administrative staff	10	28			
Total	179	748			
Training for administrative staff of courts and prosecution					
Beneficiaries	Trained	Participation in training		Number of trainings	Number of training per day
Professional associates	3	14		10	13
Senior judicial officer & judicial officer	41	48			
Senior Clerk & clerk	14	18			
Administrator	18	22			
Victim advocate	1	1			
Other administrative staff	48	69			
Total	128	172			
Training for free legal aids officer					

Beneficiaries	Trained	Participation in training	Number of trainings	Number of training per day
Officials from FLAA	28	85	5	5
Judges	3	2		
Officials for professional cooperation	1	1		
Total	31	89		
Training for private bailiffs				
Beneficiaries	Trained	Participation in training	Number of trainings	Number of training per day
Private bailiffs	19	26	2	2
Training for victim advocates				
Beneficiaries	Trained	Participation in training	Number of trainings	Number of training per day
Victim advocates	16	22	3	3
Interns in ZMVN	1	2		
Total	17	24		
Training of trainers				
Trainers/profile	Trained according to ToT	Total	Number of ToT	Number of training per day
Judges	Cybercrime: 4 Financing of terrorism: 3	13	7	21
	Strengthening the fight against violence against women and domestic violence: 6			
Prosecutors	Cybercrime: 3 Financing of terrorism: 2 Strengthening the fight against violence against women and domestic violence: 5	10		
IT expert	Cybercrime: 3	3		
FIU officers	Financing of terrorism:	2		
Police officers		8		
Kosovo Academy for Public Safety		1		
Professional associates		10		
		4		

Legal officers	Strengthening the fight against violence against women and domestic violence:	1		
Clerks		3		
Victim advocates police officers		2		
Mediators	Mediation -Session I, II and Session III	12		
Lawyers		2		
Officers from QKRMT ²¹		1		
Bank officers		1		
Total		62		
Distance learning				
Platform	Progress/developed courses		Participants	
HELP	Women's access to justice Asylum and human rights Case management		59	

²¹ Kosovar Center for the Rehabilitation of Torture Survivors

Annex II – Training conducted in ITP during 2022

Month	Activities for newly appointed judges, generation 9	No. of days in theoretical training		Number of sessions		Funding
		Gr. I	Gr. II	Gr. I	Gr. II	
July	Professional ethics	2	2	4	4	AD
	The constitutional law in relation to the judicial and prosecutorial system	2	2	4	4	
	Criminal Code-general part-general part	5	/	10	/	
	Criminal Code-general part-special part	1	/	2	/	
	Civil law	/	2	/	4	
	Enforcement procedure	/	2	/	4	
	Law on minor offenses	/	1	/	2	
	Communication rules	/	1	/	2	
	Total	10	10	20	20	
	20		40			
August	Criminal Code general part-general part	2	/	4	/	
	Criminal Code-general part-special part	5	/	10	/	
	Communication rules	1	/	2	/	
	Increase of social skills	2	2	4	4	
	Contentious procedure – first part	/	6	/	12	
	Law on obligation	/	1.5	/	3	
	Mediation	/	0.5	/	1	
	Total	10	10	20	20	
	20		40			

September	Cybercrime	2		4		
	Criminal Code-general part-special part	0.5		1		
	Case management	2	2	4	4	
	Liability of the legal persons	1		2		
	Pretrial procedure	1		2		
	Roli i gjyqtarit në procedurën penale	2.05		5		
	Covert measures of investigation and surveillance	1.05		3		
	Measures to ensure the presence of the defendant in the procedure	0.5		1		
	General provisions-Principles-dismissal of the judge in the criminal procedure	1		2		
	Witnesses and injured parties	1.05		3		
	EU Law	2		4		
	Initial and second hearing	1.05		3		
	State prosecutor, the injured and the defendant in criminal procedure	1.05		3		
	Special procedures for offenders with mental disorders	0.5		1		
	Main trial	1		2		
	Law on obligation		3.5			7
	Contentious procedure, part II		6			12
	Non contentious procedure		2			4

	Property law and other real rights		3.05		7	
	Family law		2.05		5	
	Administrative law		0.5		1	
	Total	20	20	40	40	
		40		80		
October	Special procedures for offenders with mental disorders	1.05		3		AD
	Law in minor offense	1		2		
	ECHR	4.5	1	9	2	
	Juvenile justice code	2.05		5		
	Judgement and its types	1.05		3		
	Procedure according to legal remedies	1.05		3		
	Main trial	2		4		
	Legal cooperation in criminal and civil matters	1	0.5	2	1	
	Evidence in criminal procedure	2		4		
	Special procedures according to CPCK	1.05		3		
	Expenses in criminal procedure	0.5		1		
	Alternative procedures	1		2		
	Mediation	0.5		1		
	Family law		0.5		1	
	Labor law		2.05		5	
	Administrative law		4.05		9	
	Commercial law		4.05		9	
	Law on inheritance		2		4	

	Reasoning of court decisions		2		4	
	Criminal Code-general part		0.5		1	
	Criminal Code – special part		1.05		3	
	EU Law		1.05		3	
		21	21	42	42	
	Total	42		84		
November	Development of trial advocacy skills	3		9		
	Mock trial – criminal	1		2		
	Juvenile justice Code	0.5		1		
	Guide on punitive policy	2		4		
	Alternative procedures	1.05		3		
	Civil law	2		4		
	Contentious procedure, first part	5		10		
	Contentious procedure, second part	3		6		
	Law on inheritance	2		4		
	Law on obligation	0.5		1		
	Law on property and other real rights	0.5		1		
	Criminal Code – general part		7.05		13	
	Criminal Code – special part		4		8	
	ECHR		3.05		7	
	Cybercrime		2		4	
	Measures to ensure the presence of the defendant in court		0.5		1	
	EU Law		0.5		1	

	Provisions, principles, competence and dismissal of the judge in criminal proceedings		0.5		1	
	International cooperation in criminal matters		0.5		1	
	Covert measures of investigation and surveillance		1		2	
	Pretrial procedures		1		2	
	The role of the judges in criminal procedure		0.5		1	
	Procedure of mentally disordered offenders		0.5		1	
	Total	21	21	42	42	
		42		84		
December	Law on obligation	4		8		AJ
	Property rights	2.05		5		
	Enforcement procedure	2		4		
	Administrative law	5		10		
	Commercial law	4.5		9		
	Criminal Code – special part		1		2	
	The role of the judge in pretrial procedure		1.5		3	
	Provisions, principles, competence and dismissal of the judge in criminal proceedings		0.5		1	
	Covert measures of investigation and surveillance		0.5		1	
	State prosecutors, the injured and the		1		2	

	defendant in the procedure				
	Procedure of mentally disordered offenders		1.5		3
	Procedure according to legal remedies		1.5		3
	Witnesses and injured parties		1.5		3
	Expenses and legal property requirements in the criminal procedure		0.5		1
	Initial and second hearing		1.5		3
	Main trial		1.5		3
	Judgment and its type		1.5		3
	Guide on punitive policy		2		4
	Alternative procedure		1.5		3
	Total	18	18	36	35
		36		71	
Month	Activities for newly appointed judges, generation 9	No. of days in theoretical training		Number of sessions	Funding
July	Constitutional Law in relation to the judicial and prosecutorial system	2		4	AJ
	Communication rules	1		2	
	Capacity building of prosecutors on social skills and stress management	1.5		3	
	Case management and performance measurement	0.5		1	
	Practical training	14			
	Total	5 days theoretical training		10	

		13 days practical training		
August	Case management and performance measurement	1.5	3	
	Capacity building of prosecutors on social skills and stress management	0.5	1	
	Law on minor offense	1	2	
	Practical training		7	
	Total	3 days of theoretical training	6	
		7 days of practical training		
September	Criminal code general part	4	8	
	Professional ethics	3	6	
	Criminal Code special part	1	2	
	Practical training		12	
October	Total	8 days of theoretical training	16	AJ
		12 days of practical training		
	Criminal Code general part	3	6	
	Professional ethics	0.5	1	
	Criminal Code special part	4	8	AJ
	Criminal report	1.5	3	
	Practical training		12	
	Total	9 days of theoretical training	18	
	12- days of practical training			
November	Covert measures of investigation and surveillance	3	6	
	Criminal code special part	0.5	1	AJ
	ECHR	1	2	

	Measures to ensure the presence of the defendant	1	2		
	Initiation of investigation	1.5	3		
	Crime scene and forensics	1	2		
	Practical training		13		
	Total	8 days of theoretical training	16		
		13 days of practical training			
December	Crime scene and forensics	1	2	AJ	
	Measures to ensure the presence of the defendant	1.5	3		
	Expertise and analysis	2.5	5		
	Search and confiscation	2	4		
	Practical training		13		
	Total	8 days of theoretical training	16		
		13 days of practical training			
	Total	41 total days of theoretical training			
		71 total days of practical training			

Annex III- activities conducted in CTP

Month	No.	Training topic	Days	Subject
January	1.	Strengthening the capacities of prosecutors Unification of prosecution practices	1	Criminal
	2.	Criminal offenses against narcotics with special emphasis when committed in an organized manner	1	Criminal
	3.	Preliminary review of the lawsuit	1	Civil
	4.	obtaining the child-victim's statement from the expert	2	Criminal
	5.	Illegal occupation and repossession of properties	1	Criminal
	6.	Judicial control over the decisions of the Agency that are created by the Privatization and Liquidation process	1	SCHSC
	7.	Legal provisions regarding joint property and financial holdings	2	Civil-family
	8.	Minor offense procedure at the request of inspectors	1	Minor offense
	9.	Engagement of children in heavy forms of labor and forced labor	1	Justice for children – criminal
	10.	Specialized Training Program on protection from domestic violence	2	Criminal
	11.	Compensation of material and non-material damage and judicial practice	1	Civil
	12.	Prohibition of Torture-Jurisprudence of the European Court of Human Rights	1	ECHR
	13.	Specialized Training Program-Organized Crime-Session I	2	Criminal
	March	14.	Administrative conflict, object and procedures of administrative conflict	1
15.		Stress management	1	Interdisciplinary
16.		Amendments to the Juvenile Justice Code	1	Justice for children – criminal

	17.	Annulment of contracts and means for ensuring the contracts	2	Civil
	18.	Evidence in criminal procedure	2	Criminal
	19.	International Legal Cooperation in criminal matters, opportunities and challenges	1	Criminal
	20.	Trafficking in human being	2	Criminal
	21.	Roundtable on family matters	2	Family
	22.	Enforcement of intellectual property rights	2	Commercial & criminal
	23.	Roundtable: Freedom of Expression and media freedom - Gjilan & Ferizaj region	2	ECHR
	24.	The right to private life, family life, residence and correspondence to marry and create a family and to the equality of spouses	1	ECHR
	25.	Specialized Training Program Money Laundering and Financial Investigation – Session I	2	Criminal
	26.	Induction training on competition law, policy and state aid regulation in Kosovo	1	Commercial
	27.	Specialized Training Program Official corruption and criminal offenses against official duty - Session I	2	Criminal
	28.	Workshop on the protection of judges and prosecutors involved in anti-corruption cases	2	Criminal
April	29.	Covert measures of investigation and surveillance	1	Criminal
	30.	Judicial procedure in cases of protection from domestic violence with special emphasis on types of measures, implementation and consequences - civil	1	Civil
	31.	Workshop for the improvement of judicial practice between prosecutors and judges	2	Criminal
	32.	Criminal offenses against the environment	1	Criminal
	33.	Recognition and enforcement of local and foreign Arbitration Tribunal decisions	1	Criminal
	34.	Workshop on Cyber Forensic Tools	2	Criminal

	35.	Regular access and use of the Central Criminal Evidence System in Kosovo	2	Interdisciplinary
May	36.	The role and implementation of the Law on Asylum and its relationship with the International Convention on Asylum	1	Administrative
	37.	Specialized Training Program - Money Laundering and Financial Investigation - Session II	2	Criminal
	38.	Specialized Training Program - Fraud and Corruption in Public Procurement - Session I	2	Criminal
	39.	Disruption of public peace and order	1	Minor offense
	40.	Recovery of stolen property	5	Criminal
	41.	Implementation of the Law on the Protection of Personal Data and the administrative and judicial protection of personal rights, as well as the Law on public access and the procedure for realizing the rights to access information	1	Administrative
	42.	Specialized Training Program - Cybercrime and cryptocurrencies – Session I	3	Criminal
	43.	The role of the Agency and the process of privatization - liquidation of social enterprises by KPA	1	SCHSC
	44.	roundtable - Freedom of Expression and Freedom of Media - Pristina Region	2	ECHR
	45.	Training on Law Enforcement Institutions on the Investigation and Prosecution of Animal Abuse and Neglect	1	Criminal
	46.	Development of trial advocacy skills	2	Interdisciplinary
	47.	Obtaining the statement of child victims from the expert - Session II	2	Justice for children – criminal
	48.	The right to Property-Jurisprudence of the European Court of Human Rights and Article 1 of Protocol no. 1 of the ECHR	1	ECHR
	June	49.	Roundtable - Freedom of Expression and Freedom of Media - Peja Region	2

	50.	Specialized Training Program - Organized Crime - Session II	2	Criminal
	51.	Training in the field of defamation and protection of reputation protection	2	ECHR
	52.	Criminal offenses against the sexual integrity of children	2	Justice for children – criminal
	53.	The fight against corruption and organized crime in the Western Balkans through strengthening regional cooperation in the field of asset recovery	1	Criminal
	54.	Specialized Training Program - Official corruption and criminal offenses against official duty - Session II	2	Criminal
	55.	Incitement of national, racial, religious or ethnic hatred, division or intolerance	1	ECHR
	56.	roundtable - Freedom of Expression and Freedom of Media - Prizren and Gjakova Region	2	ECHR
	57.	Specialized Training Program - Extremism, radicalism and terrorism - Session II	2	Criminal
	58.	Roundtable - Judicial practice of the Supreme Court, the Department for administrative issues of the Court of Appeal and the Department for administrative issues of the Basic Court in Pristina	2	Administrative
	59.	Application of the customs and excise code of Kosovo	1	Administrative
	60.	Specialized Training Program - Fraud and Corruption in Public Procurement - Session II	2	Criminal
July	61.	Detention and other measures to ensure the presence of the defendant in the procedure	1	Criminal
	62.	RoundTable on property issues	2	Civil
	63.	Criminal offenses against the environment	1	Criminal
	64.	Roundtable on judicial protection in labor disputes according to the Labor Law	1	Administrative
	65.	Roundtable on criminal offenses against sexual integrity	1	Criminal
S	66.	Novelties of the Code of Criminal Procedure	2	Criminal

67.	Financial pension schemes according to the laws in force in the Republic of Kosovo	1	Administrative
68.	Training Program – Organized Crime Specialized Session III	2	Criminal
69.	Application of intellectual property right	2	Economic and criminal
70.	Innovations of the Code of Criminal Procedure	2	Criminal
71.	Specialized Training Program Cyber Crime and Cryptocurrencies - Session II	3	Criminal
72.	Implementation of Article 2 of the European Convention for the Protection of Human Rights and Fundamental Freedoms	1	ECHR
73.	In-depth look at bankruptcy proceedings	1	Commercial
74.	Intellectual property rights, trademarks, patents	1	Commercial
75.	Implementation and specifics of EU directives and international regulations regarding commercial, fiscal and customs matters	1	Commercial
76.	Main trial and trial in absentia	1	Criminal
77.	Novelties of the Code of Criminal Procedure	2	Criminal
78.	Specifics of fiscal, tax and customs law	1	Commercial
79.	Understanding the banking industry, insurance and financial institutions	1	Commercial
80.	Training on access to justice for vulnerable groups - criminal	1	Criminal
81.	Training on access to justice for vulnerable-civilian groups	1	Civil
82.	Enforcement procedure, legal basis, and legal remedies	1	Economic-enforcement
83.	Practical implications of the Law on Commercial Companies	1	Commercial
84.	Financial investigation/ Training for Prosecutors of the Basic Prosecutor's Office of Prishtina	4	Criminal

	85.	Criminal offenses against life and body with a focus on the criminal offense of murder and aggravated murder	1	Criminal
	86.	European Criminal Records Information System	1	Interdisciplinary/ Criminal
	87.	Specialized Training Program - Official corruption and criminal offenses against official duties – Session III	2	Criminal
	88.	The right to a fair trial	1	ECHR
	89.	Novelties of the Code of Criminal Procedure	2	Criminal
	90.	War crimes	2	Criminal
	91.	International Law on Refugees and Stateless Persons	1	Administrative
	92.	Electronic Evidence in International Investigations	4	Criminal
	93.	Main trial and the trial in absentia	1	Criminal
	94.	Criminal proceedings involving perpetrators with mental disorders	1	Criminal
	95.	Novelties of the Code of Criminal Procedure	2	Criminal
	96.	Criminal offenses against the environment	1	Criminal
	97.	Case law in civil, administrative and commercial matters according to the European Court of Justice	1	Civil, administrative and commercial
	98.	Seizure and confiscation	2	Criminal
	99.	Human rights and persons with special needs	2	ECHR
	100	Writing and reasoning of court decisions	1	Interdisciplinary
	101	Financial investigation	3	Criminal
	102	International legal cooperation in civil matters	1	Civil
	103	Measures and punishments imposed on minors	2	Justice for children- criminal
	104	Roundtable on protection of children's rights in cases of divorce and in cases of domestic violence	2	Civil & family
	105	Roundtable - Freedom of Expression and Freedom of Media - Mitrovica Region	1	ECHR

	106	Accusations and punishments in cases of domestic violence	1	Criminal
	107	Novelties of the Code of Criminal Procedure	2	Criminal
November	108	Novelties of the Code of Criminal Procedure	2	Criminal
	109	Claims insurance	1	Civil
	110	Financial Investigations and Asset Recovery	4	Penal
	111	The right of insolvency in commercial companies	1	Commercial
	112	The material and procedural aspect of the Law on Protection from Discrimination of the Republic of Kosovo and the challenges in its implementation as well as its relationship with other laws with an emphasis on the Labor Law and the Law on Dispute Procedure	2	Against discrimination
	113	Mediation (Civil) Gjilan Region	1	Mediation -civil
	114	Roundtable on judicial protection in cases of obstruction to possession and servitudes	1	Civil
	115	Criminal liability of legal entities	1	Criminal
	116	Table for issues from the Dispute Procedure	2	Civil
	117	Obtaining the statement of the children - victims from the expert - Session III	2	Justice for children – criminal
	118	Mediation (Civil) Ferizaj Region	1	Mediation -civil
	119	Specialized Training Program Extremism, radicalism and terrorism - Session III	2	Criminal
	120	Mediation (Civil) Peja Region	1	Mediation -civil
	121	Access to the Justice System for Survivors of Wartime Sexual Violence	1	Criminal
	122	The current practice of the Constitutional Court according to requests - appeals in criminal matters	1	Criminal
	123	Legal remedies in criminal procedure	1	

	124	Roundtable - Protection of the rights of children without parental care and in cases of change of status	2	Justice for children – criminal
	125	Reasoning of court decisions - Criminal Law	1	Interdisciplinary –Criminal
	126	The Istanbul Convention: Strengthening Implementation to End Violence Against Women, Domestic Violence and Gender-Based Violence	1	Criminal
	127	The Istanbul Convention: Strengthening Implementation to End Violence Against Women, Domestic Violence and Gender-Based Violence	1	Criminal
December	128	Specialized Training Program	2	Criminal
	129	The Istanbul Convention: Strengthening Implementation to End Violence Against Women, Domestic Violence and Gender-Based Violence	1	Criminal
	130	Roundtable on issues of enforcement and non-contentious procedure	2	Civil-enforcement
	131	Legal entities as perpetrators of the misdemeanor	1	Minor offense
	132	Construction Contract	1	Commercial
	133	Case law in civil, administrative and commercial matters according to the European Court of Justice	2	Civil, administrative and commercial
	134	Compensation of crime victims within the legal system of the Republic of Kosovo	2	Criminal
	135	Sentencing hearing	1	Criminal
	136	Overview of ICT industry specifics, licensing and proprietary rights	1	Commercial
	137	Reasoning of court decisions – Civil Litigation	1	Interdisciplinary - civil
	138	Sentencing hearing	1	Criminal
	139	Discussion table with the SPRK and the Special Department Development of the effective session for setting the sentence	1	Criminal

	140	The roundtable on the unification of judicial practice	1	Civil
	141	Novelties of the Code of Criminal Procedure	2	Criminal
	142	Workshop for the Improvement of Judicial Practice between Prosecutors and Judges	1	Criminal
	143	Specialized Training Program Cyber Crime and Cryptocurrencies – Session III	3	Criminal

Annex IV- Trainings on professional associates and legal officers of courts and prosecutor's offices

Month	No.	Training topic	Days	Group
ch	1	Basic module of the criminal material part - Application of the most favorable Law, Causes of Exclusion of Unlawfulness; Special Part of Criminal Law; and Criminal Offenses against Sexual Integrity	1	I
	2	Basic module on criminal material part – Cooperation in commission of a criminal offense; as well as criminal offenses from chapters XXVI, XXIII, XXX and XXIX of the CCK	1	I
	3	Basic Module on the criminal material aspect - The capacity of the perpetrators - the meaning of the official person and the sanctioning policy for criminal acts of corruption	1	I
April	4	Basic Module on the criminal material aspect - Application of the most favorable Law, Causes of Exclusion of Unlawfulness; Special Part of Criminal Law; and Criminal Offenses against Sexual Integrity	1	2
	5	Basic module on criminal material part – Cooperation in commission of a criminal offense; as well as criminal offenses from chapters XXVI, XXIII, XXX and XXIX of the CCK	1	2
	6	Basic Module on the criminal material aspect - The capacity of the perpetrators - the meaning of the official person and the sanctioning policy for criminal acts of corruption	1	2
May	7	Basic Module on the criminal material aspect - Application of the most favorable Law, Causes of Exclusion of Unlawfulness; Special Part of Criminal Law; and Criminal Offenses against Sexual Integrity	1	3
	8	Basic module on criminal material part – Cooperation in commission of a criminal offense; as well as criminal offenses from chapters XXVI, XXIII, XXX and XXIX of the CCK	1	3
	9	Basic Module on the criminal material aspect - The capacity of the perpetrators - the meaning of the official person and the sanctioning policy for criminal acts of corruption	1	3
	10	Basic Module on the criminal material aspect - Application of the most favorable Law, Causes of Exclusion of Unlawfulness;	1	4

		Special Part of Criminal Law; and Criminal Offenses against Sexual Integrity		
	11	Basic module on criminal material part – Cooperation in commission of a criminal offense; as well as criminal offenses from chapters XXVI, XXIII, XXX and XXIX of the CCK	1	4
	12	Basic Module on the criminal material aspect - The capacity of the perpetrators - the meaning of the official person and the sanctioning policy for criminal acts of corruption	1	4
November	13	Stages of the criminal procedure	1	1
	14	Indictment, judicial review and reasoning	1	1
	15	Legal remedies and special procedures	1	1
December	16	Indictment and initial hearing	1	2
	17	Stages of the criminal procedure	1	2
	18	Legal remedies and special procedure	1	2
	19	Stages of the criminal procedure	1	3
	20	Indictment and the initial hearing	1	3
	21	Legal remedies and special procedures	1	3
	22	Stages of the criminal procedure	1	4
	23	Legal remedies and special procedures	1	4

Annex V – Trainings for the administrative staff of the judiciary and prosecution

Month	No.	Training topics	Days	Funder
March	1	The case file management in the judicial system	1 J	A
	2	Registers, statistical reports and ICMS Dashboards	1	KOSEJ
April	3	Integrity and ethics	1 J	A
May	4	Domestic violence	1 J	A
	5	Training on Protocol	2 J	A
July	6	Training on freedom of expression and the right for access to public documents	2	JUFREX
October	7	Time and stress management	1 J	A
	8	Training on protection of whistleblowers	2 J	A
	9	Maintenance of Facebook pages and public information	1 J	A
December	11	The case file management in the prosecutorial system	1 J	A

Annex VI – Trainings for free legal professions

Month	No.	Training topic	Days	Profession	Funder
February	1	Submission of writs in the enforcement procedure		Private enforcement agents	AJ
March	2	Law on property rights and case law in property law		FLAA	AJ
April	3	Enforcement through bank accounts - unification of acts		Private enforcement agents	AJ
May	4	Praktika gjyqësore në kontestet e punës		FLAA	AJ
May	5	Gender equality in property issues of the joint ownership		FLAA	AJ
	6	Domestic violence		Victim advocates	AJ
June	7	Labor Law		FLAA	AJ
	8	EctHR jurisprudence and decisions		FLAA	AJ
November	9	Compensation of the victims – changes to the law	1	Victim advocates	AJ
	10	Trafficking in human beings, forced prostitution, sexual abuse, rape	1	Victim advocates	AJ

Annex VII – Training of Trainers

Month	No.	Training topic	Days	Funder
February	1	Training of trainers on cybercrime	4	Council of Europe (iPROCEEDS)
April	2	Training of Trainers in the area of terrorism financing – Stage II	2	Council of Europe (PECK III)
June	3	Training of Trainers on mediation - I	3	Office of International Narcotics and Law Enforcement Affairs (INL) at the US Embassy.
	4	Training of Trainers in the field of Combating and strengthening local Institutions against Violence against Women and Domestic Violence	3	Council of Europe
July	5	Training of Trainers on mediation - Session II	3	Office of International Narcotics and Law Enforcement Affairs (INL) at the US Embassy.
September	6	Training of Trainers on mediation - Session III	3	Office of International Narcotics and Law Enforcement Affairs (INL) at the US Embassy
December	7	Advanced Training of Trainers in combating Violence against women and Domestic Violence	2	Council of Europe

Annex VIII – Distance learning platform

No.	Training topic	Funder
1	Violence against women and domestic violence	Council of Europe
2	Asylum and Human Rights	Council of Europe
3	Access of women to justice	HELP
4	Court case management	CEELI

Annex IX – Activities of the RPP during 2022

Period	Publication activity	AJ	Donor
January - June	AJ Annual Report for 2021 Training Program for 2023 AJ work and performance plan for 2023 Basic training module for professional associates and legal officers of courts and prosecutor's offices criminal, material and procedural aspect Modules in ITP for newly appointed judges Modules in ITP for newly appointed prosecutors	AD	
	Research activity – Implementation of the training needs assessment		
September - December	Collection and processing of data from mechanisms for training needs assessment for judges and prosecutors Collection and processing of data from the analysis of evaluation forms after each training session until the end of 2022; Collection and processing of data from questionnaires for judges and prosecutors Meetings with AJ trainers, presidents of courts, supervising judges as well as representatives from KJC and KPC Review of proposals and recommendations from strategic documents that are relevant to the judiciary, including the EU report on Kosovo and SAA requirements. Examining the portals of the courts and prosecutor's offices based on their work reports; Review of training programs of regional training institutions, as well as The review of the legislative agenda in the assembly and monitoring of the media and portals that focus on the judiciary of Kosovo.	AJ	

Annex X – Activities with donors

US Department of Justice OPDAT - US Embassy
<ul style="list-style-type: none"> • 2 Workshops for the improvement of judicial practice between prosecutors and judges • 2 Workshops on cyber forensic tools • 8 two-day activities for Criminal Procedure Code Novelties • Financial investigation for the prosecutors of the Prishtina Basic Prosecution • Financial investigation for SPRK prosecutors • 3 training activities for the Sentencing hearing • Discussion table with the SPRK and the Special Department for the conduct of the sentencing hearing • Development of trial advocacy skills • Workshop for the training of trainers in the criminal field
USAID – Commercial Justice
<ul style="list-style-type: none"> • Recognition and enforcement of local and foreign Arbitration Tribunal decisions • In-depth overview at the bankruptcy procedure • Intellectual property rights, trademarks, patents • Implementation and specifics of EU directives and international regulations regarding commercial, fiscal and customs matters • Specifics of fiscal, tax and customs law • Understanding of the banking industry, insurance and financial institutions • Enforcement procedure, legal basis, and legal remedies • Practical implications of the Law on Commercial Companies • Mediation (Civil) Gjilan Region • Mediation (Civil) Ferizaj Region • Mediation (Civil) Region of Peja • Construction contract • Summary of ICT industry specifics, licensing and property rights
Chemonics – Western Balkans Rule of Law Initiative (WBROLI) funded by the UK Government
<ul style="list-style-type: none"> • Assessment of training needs for organized crime (special meetings with the SPRK, judges of the Special Department and the Kosovo Police) • Workshop for the evaluation of training needs for the members of the Commission for the evaluation of the judges' performance • Workshop for the evaluation of training needs for the members of the commission for the evaluation of the performance of prosecutors • Training from the Slynn Foundation – Working together in the fight against Serious and Organized Crime
European Union Kosovo - EU Support for the Intellectual Property Rights System in Kosovo
<ul style="list-style-type: none"> • 2 training activities on the topic: Implementation of Intellectual Property Rights
International Labor Office (ILO)

	<ul style="list-style-type: none"> Engaging children in heavy forms of labor and forced labor.
	European Union Kosovo - Support for the Kosovo Competition Authority and the State Aid Commission
	<ul style="list-style-type: none"> Introductory training on competition law and policy and regulation of state aid in Kosovo
	IRZ – German Cooperation
	<ul style="list-style-type: none"> Measures and punishments imposed on minors The right of insolvency in commercial companies Specialized Training Program Money Laundering and Financial Investigation – Session III Visit of judges and prosecutors in Bonn
	European Union – EUKOJUST
	<ul style="list-style-type: none"> Training on access to justice for vulnerable groups - Civil Training on access to justice for vulnerable groups - Criminal Human rights and persons with special needs Human rights and persons with special needs Raising the capacities of judges and prosecutors for accusations and punishments in cases of domestic violence
	UNCHR Mission in Kosovo
	<ul style="list-style-type: none"> International law for refugees and stateless persons
	Strengthening the Quality and Efficiency of Justice (KoSEJ II Activity)
	<ul style="list-style-type: none"> Workshop "How to improve court efficiency using CEPEJ tools and performance indicators."
	Office of the Council of Europe - IPROCEEDS
	<ul style="list-style-type: none"> Introductory training for judges and prosecutors in the field of cybercrime and electronic evidence Training of trainers for cybercrime
	Council of Europe – JUFREX

<ul style="list-style-type: none"> • Roundtable - Freedom of Expression and Freedom of Media - Gjilan - Ferizaj Region • Roundtable - Freedom of Expression and Freedom of Media - Pristina Region • Roundtable - Freedom of Expression and Freedom of Media - Peja Region • Training in the field of defamation and reputation protection • Roundtable - Freedom of Expression and Freedom of Media - Prizren Region, Gjakova • Roundtable - Freedom of Expression and Freedom of Media - Mitrovica Region
<p>Council of Europe - Strengthening the fight against domestic violence and violence against women</p>
<ul style="list-style-type: none"> • 2 training activities (ToT) for legal professionals in combating violence against women and domestic violence
<p>Project against Economic Crime in Kosovo (PECK III)</p>
<ul style="list-style-type: none"> • ToT – Terrorism financing • Participation of the AJ in the 3rd meeting of the PECK III Steering Council - Strasbourg project
<p>OSCE</p>
<ul style="list-style-type: none"> • The right to a proper judicial process • Claims insurance • The material and procedural aspect of the Law on Protection from Discrimination of the Republic of Kosovo and the challenges in its implementation as well as its relationship with other laws with an emphasis on the Labor Law and the Law on Dispute Procedure • Visit to Budva
<p>GIZ- (Deutsche Gesellschaft für Internationale Zusammenarbeit)</p>
<ul style="list-style-type: none"> • Criminal offenses against the environment • Specialized Training Program - Money laundering and financial investigation - Session II • Criminal offenses against the environment • Seizure and confiscation • Financial investigation • International legal cooperation in civil matters • Participation in the Regional Forum the 2019 HCCH Judgments Convention: Perspectives for the Western Balkans - Program of the Regional Forum 2022
<p>UNDP</p>
<ul style="list-style-type: none"> • Recovery of stolen property • Financial Investigations and Asset Recovery
<p>Federal mediation & Conciliation service</p>
<ul style="list-style-type: none"> • 3 activities (ToT) on Mediation

	EULEX
	<ul style="list-style-type: none"> • Strengthening the capacities of prosecutors Unification of prosecution practices • Changes to the Juvenile Justice Code • Workshop on the protection of judges and prosecutors involved in anti-corruption cases
	IRZ –German Cooperation
	<ul style="list-style-type: none"> • Measures and punishments imposed on minors • The right of insolvency in commercial companies • Specialized Training Program Money Laundering and Financial Investigation – Session III • Visit of judges and prosecutors in Bonn
	Humanitarian Law Center
	<ul style="list-style-type: none"> • War crimes
	Kosovar Center for Gender Studies
	<ul style="list-style-type: none"> • 3 training activities on the topic: Istanbul Convention: Strengthening implementation to end violence against women, domestic violence and gender-based violence
	INJECT
	<ul style="list-style-type: none"> • Training related to the legal provisions for joint property and financial maintenance
	Kosovar center for the rehabilitation of torture survivors
	<ul style="list-style-type: none"> • • Access to the justice system for survivors of war-time sexual violence
	EJTN
	<ul style="list-style-type: none"> • Short exchange program 2022: Poland, Latvia and Greece in which 3 judges from Kosovo have benefited • Workshop: Application of EU law against discrimination (two advisers from the Constitutional Court of Kosovo have benefited) • Seminar: Human rights, justice in the EU - (two advisers from the Constitutional Court of Kosovo have benefited) • Training: Freedom of Expression in the digital age (a legal advisor and the Director of the Office for Communication from the Constitutional Court of Kosovo have benefited)
	Türkiye Academy of Justice and Türkiye Cooperation and Coordination Agency (TIKA)
	<ul style="list-style-type: none"> • International Training Program for contemporary issues in the field of human rights
	AIRE Centre

- Participation in the Forum for Gender Equality for the Western Balkans
- AD's participation in the initiative to introduce Gender Equality Champions in the Judicial Network.

CEPEJ Secretariat of the Council of Europe

- The participation of the AD in the 38th Plenary Meeting of the European Commission for the Efficiency of Justice (CEPEJ) in Malta

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