

**ANNUAL REPORT 2021**

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## **SUMMARY**

Dear all,

This is the first Annual Report of the Commission for Prevention and Protection against Discrimination (KSZD) which shows the achievements and the activities realized in 2021 required to implement the mandate, competencies and obligations arising from the Law on Prevention and Protection against Discrimination. It was a challenging year in which the newly introduced Commission managed to establish itself as a professional, independent and sovereign body and with contribute its actions to the promotion of equality and protection, including elimination of all forms of discrimination in our society.

The Report includes analysis of the complaints filed to the KSZD since it was established and of complaints KSZD has received from the former Commission for Protection against Discrimination. The Report also provides an overview of the status, management, mandate, competence and organizational structure of the Commission, the activities implemented in order to improve the quality of work, the cooperation with other institutions and organizations from the country and abroad.

Since the annual Report per se should provide a clear and structured overview of the annual work and achievements of the Commission for Prevention and Protection against Discrimination, this Report for 2021 is intended for the entire Macedonian public or audience with various expertise.

## INTRODUCTION

The Commission for Prevention and Protection against Discrimination was established with the adoption of the Law on Prevention and Protection against Discrimination (Official Gazette of the Republic of North Macedonia No. 258/2020 from 24 October 2020). The KSZD members were elected by the Commission for Elections and Appointments on 5 January 2021, while the Assembly of the Republic of North Macedonia voted for the first composition of members on 25 January 2021. The Commission is an independent and autonomous body that operates in accordance with its competencies and mandate defined in a law (Article 21 of the Law on Prevention and Protection against Discrimination). The members of KSZD are elected by the Assembly. The KSZD has a President and six members. The members of KSZD are elected for a term of five years, with the right to one consecutive re-election. When electing the first composition of the Commission, four members are elected for a term of five years, and three members for a term of three years. The current composition of the Commission has six members (President and five members), three of which have a five-year term and three have a three-year term.

At the beginning of their work, the members of the Commission faced two undeniable facts: on the one hand, they have a Law that vests them with an excellent opportunity to be an effective collective body that will work to promote, protect and prevent equality, human rights and non-discrimination and, on the other hand, they are a new institution that has no office space, no professional staff and employees, nor defined administrative procedures for registration as a new entity in the national legal system.

However, these challenges have led to shaping of a mission: building a new institution that will promote new approach in its work and in the exercising of legal competencies. This was the basis for a common goal and vision: to establish the new Commission for Prevention and Protection against Discrimination as an institution who will drive positive social change that will lead towards essential equality, an institution-promoter of human rights and equality and an institution that will ensure effective protection against all forms of discrimination.

In the past period, we received significant support from the Government of the Republic of North Macedonia, which granted us with office space for permanent use. There was also a large support from the British Embassy in the frames of the project for "Fight against discrimination by supporting the KSZD" which provided expert support by the Center for Change Management (CUP) in drafting the essential acts of the institution - a project that also continues in 2022. There was also a large support from the OSCE Mission which provided expert assistance in the branding of the Commission and creating innovative, technologically advanced case management software, including a functional website; assistance was also received from the Anti-Discrimination Network which provided the initial basic training to the KSZD members when working on cases, the UN Office in Skopje who organized an online donor conference and introduction of the Commission in front of the international organizations and embassies in Skopje, the Macedonian Center for International Cooperation with their support in the preparation of the first promotional campaign titled "The Football Against Discrimination".

During this year, the KSZD adopted several documents that are crucial for its work: the Strategic Plan of the Commission for Prevention and Protection against Discrimination 2021-2026 that defines the basic objectives and directions planned to be implemented in the upcoming period as well as the vision, mission and values according that will be guiding this document. The Commission has prepared an annual Draft Budget on the basis of the Annual Work Program of the KSZD for 2022. The Rules of Procedure of the KSZD were also drafted and adopted as they are extremely important for the operations and the internal procedures. The Functional Analysis was also prepared which is of exceptional importance for identifying organizational and functional challenges in the institution and for proposing specific measures to improve the achievement of the objectives and tasks of the institution in implementing its mandate. The findings of this Functional Analysis provided the basis for the internal organization acts intended for the service, including the job systematization act. These are essential documents for the professional staff working in the KSZD. It is also important to mention the established key indicators for operation of the KSZD as well as the specific criteria used for monitoring of the work of the KSZD members who play the key role in terms of professionalism and quality it strives to achieve.

## **STATUS, MANAGEMENT, MANDATE AND ORGANIZATIONAL STRUCTURE**

The Commission for Prevention and Protection against Discrimination was established with the adoption of the Law on Prevention and Protection against Discrimination (Official Gazette of the Republic of North Macedonia No. 258/2020 from 24 October 2020). The members of KSZD were elected by the Commission for Elections and Appointments on 5 January 2021, while the Assembly of the Republic of North Macedonia voted for the first composition of members on 25 January 2021. The Commission is an independent and autonomous body that operates in accordance with its mandate defined in the Law (Article 21 of the Law on Prevention and Protection against Discrimination).

The current composition of the Commission includes 6 members, 5 of which are men and one is woman. The ethnic representation of the members of the Commission reflects the multiethnic character of RN Macedonia.

Mandate of the KSZD according to the Law on Prevention and Protection against Discrimination:

- undertakes activities for promotion, protection and prevention of equality, human rights and non-discrimination;
- monitors the implementation of the law and provides its opinions and recommendations;
- promotes the principle of equality, the right to non-discrimination and tackling all forms of discrimination by raising public awareness, information and education;
- contributes to the development and implementation of programs and documents in the area of formal and non-formal education
- prepares and publishes special and thematic reports on certain issues in the area of equality and non-discrimination;
- provides general recommendations on certain issues in the area of equality and non-discrimination and monitors their implementation;
- advocates for ratification of bilateral or multilateral international agreements in the area of human rights or for joining those instruments and monitors their implementation;
- contributes to preparation of reports that the Government is required to submit to international and regional human rights bodies and contributes to the implementation of their recommendations;
- promotes and proposes harmonization of national legislation, regulations and practices with international and regional human rights instruments
- initiates amendment of regulations for implementation and promotion of protection against discrimination
- provides opinions on draft laws relevant for prevention and protection against discrimination;
- establishes cooperation with natural and legal persons, as well as with associations, foundations and social partners for implementation of the principle of equality and promotion of the prevention and protection against discrimination
- cooperates with relevant national bodies from other countries and with international and regional organizations in the area of protection against discrimination;

- acts on complaints, makes opinions, recommendations and conclusions on specific cases of discrimination;
- initiates *ex officio* procedure for protection against discrimination
- provides information to the interested individual about his/ her rights and possibilities for initiating judicial or other proceedings
- monitors the implementation of opinions and recommendations provided for specific cases of discrimination until the recommendations provided by the KSZD have been fulfilled
- appears as a third party in court proceedings
- can act as a friend of the court (*amicus curiae*);
- the KSZD informs the public on quarterly basis about its work and cases of discrimination and also shares its opinions and recommendations to the public through any media;
- The KSZD can establish advisory bodies of experts on certain specific issues, can collect and publish statistical and other data and to establish databases related to prevention and promotion of protection against discrimination;
- The KSZD submits an Annual Report on its work to the Assembly of the Republic of North Macedonia and is required to publish all the reports, including the financial report, on the KSZD website.

The Law on Prevention and Protection against Discrimination vested the KSZD with new and expanded competencies with regards to the activities and mandate provided by the previous Law on Prevention and Protection against Discrimination, which is not in use anymore. For the most part, the new competencies are aimed at informing, educating and raising awareness as a way to prevent discrimination.

The members of the KSZD are elected by the Assembly. The KSZD is composed of a President and seven members. The procedure for election of the members begins with a public announcement that is published by the Assembly. The members of the KSZD are elected for a term of five years, with the right to one consecutive re-election. The Committee on Elections and Appointments of the Assembly sets out a draft list of the registered candidates, after a previously conducted public hearing and submits it to the Assembly within 14 days after the deadline along with all the submitted applications and a report from the conducted public hearing. The members of the KSZD should reflect the composition of the society as a whole and the principles of adequate representation of all social groups are applied in the election of the members of the KSZD, which includes the principle of adequate and equitable representation of members of communities and gender-balanced participation. It is extremely important to emphasize the criterion for election of a member of the KSZD set out in the Law which requires a minimum of seven years of work experience in the area of human rights, of which five years in the area of equality and non-discrimination. The above is important because the election guarantees the professionalism of the members of the Commission and reduces the possibility of influence and arbitrariness in the election of the members.



The members of KSZD also have the status of appointed persons who perform the function professionally, which is incompatible with performing another public function, profession or function in a political party and they have the right to salary and other allowances in accordance with the Law on Salary and Other Allowances of the MPs in the Assembly of the Republic of Macedonia and other elected and appointed persons in the country.

In terms of independence of the KSZD, the financial independence provided by the Law on Prevention and Protection against Discrimination should be emphasized, which strengthens the position and the work of the Commission. In addition, KSZD can legally secure funding from other sources such as donations and grants.

The professional staff of the KSZD is established for the purpose of performing professional, administrative and technical work (Article 22 of the Law). The professional staff of the KSZD have the status of administrative servants and the provisions of the Law on Administrative Servants apply to them. The need for professional staff arises due to the increased competencies of the KSZD, as well as the fact that with the new Law the members have the status of appointed persons who perform their function professionally and with a certain mandate. The professional staff should be the pillar of the KSZD, both for the current and future compositions of the Commission. It therefore needs to be competent, efficient and well-educated. The engagement of the professional staff goes in favor of the independence of KSZD as well as the need for existence of an institutional memory. The establishment of the professional staff started with the establishment of the KSZD in 2021.

The organizational structure of the professional staff is regulated with the Rulebook on Internal Organization of the Commission for Prevention and Protection against Discrimination, which establishes the following organizational units:

**1. Sector for administrative and financial affairs**

- 1.1. Unit of Administrative Affairs
- 1.2. Unit of Financial Affairs

**2. Sector for protection and prevention of discrimination**

- 2.1. Unit for Protection and Prevention of Discrimination and Promotion of the Principle of Equality
- 2.2. Unit for International Cooperation and Research

The graphic representation of the organizational structure is shown in Graph 1.

Graph 1

SECRETARY GENERAL

SECTOR FOR ADMINISTRATIVE AND FINANCIAL AFFAIRS

SECTOR FOR PROTECTION AND PREVENTION OF DISCRIMINATION

UNIT FOR ADMINISTRATIVE AFFAIRS

UNIT FOR FINANCIAL AFFAIRS

UNIT FOR PROTECTION AND PREVENTION FROM DISCRIMINATION AND PROMOTION OF THE  
PRINCIPLE OF EQUALITY  
UNIT FOR INTERNATIONAL COOPERATION AND RESEARCH

The Rulebook on Jobs Systematization in the Commission for Prevention and Protection against Discrimination establishes 27 positions for administrative servants with a total of 29 officers, of which 10 vacancies have been manned with permanent takeover. Currently, the Commission for Prevention and Protection against Discrimination has 10 administrative officers who are divided into two sectors.

## REALIZED ACTIVITIES RESULTING FROM THE LEGAL JURISDICTION

### **Sessions of the Commission**

In accordance with the mandate established in the Law on Prevention and Protection against Discrimination and the Rules of Procedure, the Commission works continuously and decides on sessions that are held as needed.

The first informal meeting of the newly elected members took place on 1 February 2021 in the premises of the Ministry of Labor and Social Policy, at the invitation of the Minister of Labor and Social Policy.

The constitutive session of the Commission was held on 3 February 2021 in the premises of the MPs Club and the new body for prevention and protection against discrimination officially started its work. Since it did not have its own office space, the Commission mostly held the first ten sessions and other meetings in the MPs Club or online.

The first time the Commission held a session in its premises was only in June 2021.

By the end of the year, the Commission for Prevention and Protection against Discrimination held a total of 30 sessions.

### **Complaints filed for establishing discrimination**

#### **Number of complaints**

Since it was established, the Commission for Prevention and Protection against Discrimination has been acting on a total of 167 complaints submitted in 2021. Of these, 77 complaints were submitted to the abolished former Commission, in the period from 2016 to 2020. The remaining 90 complaints were submitted in 2021 and were filed to the new Commission established by the Law on Prevention and Protection against Discrimination (Graph 1).

#### Number of complaints per year of submission

Pursuant to Article 47 of the Law on Prevention and Protection against Discrimination, "The initiated procedures for protection against discrimination, as well as the submitted complaints according to which the procedure has not been initiated until the day this Law enters into force, will end according to the provisions of this Law."

#### **Complainants**

Article 23 of the Law on Prevention and Protection against Discrimination regulates the submission of complaints for establishing discrimination. It says that complainants can be:

(1) Individuals who consider that they have suffered discrimination and who submit the complaint independently or represented by associations, foundations or trade unions with prior consent

(2) Associations, foundations, trade unions or other civil society organizations and institutions, which have a vested interest in protecting the interests of a certain group or are engaged in protection against discrimination within their activity, if they make it likely that the action of a certain individual or a legal entity means discrimination of a large number of persons, and

(3) The Commission, ex officio, following a rumor.

In terms of who submits (Graph 2), the data shows that most complaints were submitted by individuals, with a total of 101 complaints (60.48%), followed by submissions by legal entities 55 (32.93%), and 9 complaints were submitted by a group of citizens (5.39%). Additionally, in 2021, following a rumor, the KSZD initiated 2 procedures for establishing discrimination (1.20%).

A complaint for discrimination can be submitted to the Commission for Prevention and Protection against Discrimination in several ways - by post, in person at the premises of KSZD and electronically.

Submission of a complaint by post is done by sending a completed template of the application form for discrimination (Annex 1) to the address of the Commission.

A complaint for discrimination can be submitted in person at the premises of the Commission for Prevention and Protection against Discrimination. It can be submitted personally (orally) or by filling in the template for reporting discrimination.

#### Graph 2

Type of submitter

group of citizens 5.39%

legal entity 32.93%

individual 60.48%

KSDD / to rumor 1.2%

In order to improve accessibility, facilitate the procedure for submitting a complaint and in accordance with the modern ICT trends, in 2021 the Commission introduced an electronic service "Report Discrimination" which is integrated within the official website <https://kszd.mk/%D0%BF%D1%80%D0%B8%D1%98%D0%B0%D0%B2%D0%B8-%D0%B4%D0%B8%D1%81%D0%BA%D1%80%D0%B8%D0%BC%D0%B8%D0%BD%D0%B0%D1%86%D0%B8%D1%98%D0%B0/> (Figure 2).

Now every citizen can report discrimination from anywhere and at any time, in an easy and simple way. Thereby, if the application is submitted by individuals (independently or represented by other persons), the form, in addition to the mandatory elements regulated in Article 24,

Paragraph (1) of the Law on Prevention and Protection against Discrimination, also includes a section for demographic data of the applicant which is confidential and is used exclusively for analytical purposes. Demographic data about the complainants that collected are the following: gender, age, ethnicity, religion, marital status, sexuality, gender identity, monthly income, type of disability. The collection, storage and processing of this data fully complies with the regulations on personal data protection. The submission is not required to include this data, but their availability and simultaneous processing contributes towards getting clearer picture about the current situation with discrimination in our country, including preparation of evidence-based policies and strategies.

In addition to the electronic service "Report Discrimination", electronic submission can be also made by sending an e-mail to [contact@kszd.mk](mailto:contact@kszd.mk)

### **Place of residence of the complainants**

Most of the complaints that were acted upon by the Commission in 2021 were submitted by persons/ organizations with residence/ headquarters in Skopje (92), followed by Bitola (7), Prilep (7), Shtip (6), Kumanovo (5), etc. The overview provided given in Table 1.

Municipality of residence	Number of complaints
Skopje	92
Bitola	7
Prilep	7
Shtip	6
Kumanovo	5
Delchevo	3
Dolneni	3
Kochani	3
Gostivar	2
Demir Hisar	2
Negotino	2
Ohrid	2
Tetovo	2
Veles	1
Gevgelija	1
Gradsko	1
Debar	1
Jegunovce	1
Kichevo	1
Nov Dojran	1
Novaci	1
Petrovec	1
Radovish	1
Sveti Nikole	1

The table above takes into account the data on the submitted complaints per municipalities. If we analyze per place of residence within the municipality, we see that there is a huge difference between the number of complaints for discrimination depending on the type of residential area or the seat of the complainants (Graph 3). A total of 138 complaints were submitted from urban areas (93.88%), while the number from rural areas is only 9 (6.12%).

### Graph 3

#### Residential area of the complainants

rural area 6.12%

urban environment 93.88%

We should also mention that 9 complaints for discrimination in 2021 were sent from an organization based abroad i.e. in Brussels.

Eleven complaints did not include information on the address/ seat of the complainant.

### **Ethnicity of the complainants**

In terms of complainants ethnicity (complaints submitted by individuals - if they declared themselves) the analysis of the data shows the situation shown in Graph 4. Most of them are Macedonians with 41 complaints, followed by members of the Roma community with 7, Albanians with 6, and one complaint each was filed by the members of the Bosniak, Serb, Turkish and Vlach ethnic communities. Additionally, the Commission registered a complaint filed by a citizen who claimed to be Bulgarian. It is also important to note that complainants often chose not to declare their ethnicity.

### Graph 4

#### Ethnicity of complainants - individuals

Albanian	4
Bosniak	1
Bulgarian	1
Vlach	1
Macedonian	41
Roma	7
Serbian	1
Turkish	1
Did not say	42

### **Gender of the complainants**

With a total of 60 complaints (59.41%), it was men that more often addressed the KSZD for the purpose of establishing discrimination. Women filed 41 complaints, which is 40.59%.

Graph 5

### **Cross-reference analysis of complainants by gender and ethnicity**

In terms of complaints filed by Macedonians, 61% were men and 39% were women. The complaints submitted by Albanians were only from men. When it comes to Roma, the most frequent complainants were Roma women. The cross-reference analysis of this data is shown in Graph 6.

Graph 6

Total of gender-based complaints within the ethnic communities

Albanian  
Bosniak  
Bulgarian  
Vlach  
Macedonian  
Roma  
Serbian  
Turkish  
Did not say

Women  
Men

### **Alleged discrimination grounds reported in the complaints**

From a total of 167 complaints filed to the Commission for Prevention and Protection against Discrimination in 2021, in 84 cases (50.30%) the complainants reported potential discrimination on specific grounds. In 55 cases (32.93%) the complainants stated that they had been discriminated on two or more grounds at the same time. The KSZD also registered 28 complaints (16.77%) in which the grounds for discrimination were not specifically stated (Graph 7).

grounds for discrimination in the complaints

the complainant did not state the grounds for discrimination (16.77%)

cases reporting two or more grounds for discrimination (32.9%)

cases reporting one ground for discrimination (50.30%)

In terms of grounds of discrimination, the complainants most often reported discrimination on the basis of personal status and social status (43), followed by ethnicity grounds (38), sex (23), political belief (20), affiliation to a marginalized group (19), education (17), skin color (16), race (15), sexual orientation, gender identity and social background (14), property status (11), etc. There were 20 complaints for 'other' discriminatory grounds not mentioned in Article 5 of the

Law on Prevention and Protection against Discrimination, and in 28 cases the complainants did not state any grounds. The overview of the reported grounds of discrimination on which the Commission for Prevention and Protection against Discrimination acted in 2021 is shown in Graph 8.

Graph 8 Grounds of discrimination mentioned by the complainants in their complaints

personal status and social status  
ethnicity or ethnic affiliation  
sex  
political belief  
affiliation to a marginalized group  
education  
skin color  
race  
social background  
sexual orientation  
gender identity  
property status  
disability  
age  
gender  
marital status  
health condition  
citizenship  
religion or belief  
language  
another belief  
origin  
other grounds

The analysis of this data shows that women most often reported discrimination on the basis of education, while men on their political beliefs and ethnic affiliation (Graph 9).

Graph 9 grounds for discrimination included in complaints filed by women

education  
personal status and social status  
political belief  
ethnicity  
marital status  
sex



grounds for discrimination mentioned in the complaints filed by men

political belief  
ethnicity  
personal status and social status  
sex  
affiliation to a marginalized group  
education

### **ACTIONS BY KSZD WITH REGARDS TO THE COMPLAINTS FILED**

Acting upon the submitted complaints, the Commission established discrimination in 40 cases, while in 39 cases it was established that there were no grounds for discrimination. In 10 cases, the Commission concluded not to act, not to initiate, or to stop the procedure, and 41 complaints were rejected due to declined jurisdiction, incompleteness, obsolescence and inadmissibility. For 37 complaints the procedure is ongoing and they are currently considered as open cases (Graph 10).

Action of the KSZD

established discrimination  
no discrimination established  
no acting, no initiation or stopping of procedures  
rejected complaints  
ongoing proceedings

### **Rejected complaints**

In terms of complaints for which the Commission adopted a conclusion or a decision for rejection (Graph 11), this was mostly due to declined jurisdiction (26), followed by incompleteness of the complaint (12), obsolescence (2) and inadmissibility (1).

Graph 11  
rejected complaints  
declined jurisdiction  
inadmissibility  
obsolescence  
incomplete

### **Complaints against which no action was taken or the procedure was stopped**

Conclusion or decision for taking no action, that is, no initiation and stopping of the proceedings in relation to complaints for discrimination in accordance with Article 27 of the Law on Prevention and Protection against Discrimination, was adopted by the Commission for a total of 10 complaints, and the grounds are shown in Graph 12.

## Graph 12

complaints that are not acted upon or the procedure has been stopped

the applicant decided to withdraw the complaint during the proceedings

due to ongoing judicial discrimination proceedings

failure by the applicant to present all the facts

because the complaint has not been renewed in accordance with the provisions of the LPPD

a complaint which was already handled by the Commission, and no new facts and circumstances have been offered

### **Established discrimination**

In 2021, the Commission for Prevention and Protection against Discrimination established discrimination in a total of 40 complaints. Discrimination was perpetrated by legal entities from the public sector (directly through actions of managers or other authorized persons, or indirectly through acts and regulations they have passed or other regulations governing their mandate), followed by the private sector entities, individuals, one sports federation and an association of citizens (Graph 13).

Most often, the public sector was the actual discriminator (in 24 cases) because of actions of the managers or other authorized persons or employees in public sector institutions, as well as adoption of acts or regulations that regulate the mandate of the institutions.

## Graph 13

discriminators in 2021

public sector

private sector

individuals

sports federation or sports club

non-governmental sector

The private sector was a discriminator in 10 cases in 2021. These are owners, employees or responsible persons in the companies that have discriminated others with their actions.

Individuals have discriminated in 4 cases, and in 1 case the Commission identified discrimination that was perpetrated by a sports federation/ sports club and an association of citizens.

### **Areas of established discrimination**

In terms of complaints for which the Commission has adopted an Opinion on Discrimination, most of them refer to the areas of labor and labor relations (15 cases) and access to goods and services (11 cases), which together make up over 65%. This is followed by areas of public information, traditional media and social media (7 cases), judiciary, administration and suffrage

(4 cases), education (2 cases) and sports (1 case). This is shown in Graph 14, and the percentage ratio is shown in Graph 15.

Graph 14 areas of established discrimination  
labor and labor relations  
access to goods and services  
public information, traditional media and social media  
judiciary, administration and suffrage  
education  
sport

Graph 15 areas of established discrimination  
sports 2.5%  
education 5%  
labor and labor relations 37.5%  
judiciary, administration and suffrage 10%  
public information, traditional media and social media 17.5%  
access to goods and services 27.5%

### **Types of discrimination established**

In terms of types of established discrimination, there is often a situation in which there are several types of discrimination in a single case. Direct and extended discrimination was established in 5 cases, direct and indirect discrimination in 4 cases, and in 3 cases there was direct and intersectional discrimination (Graph 16).

Graph 16 types of established discrimination  
direct discrimination  
harrasment  
direct discrimination and extended discrimination  
direct discrimination and indirect discrimination  
direct discrimination and intersectional discrimination  
indirect discrimination  
extended discrimination  
invoking, inciting and instructing on discrimination and harassment  
direct discrimination and harassment

Graph 17 shows the data for each type of discrimination separately, regardless of whether the specific cases include just one type of discrimination or combination of several. The conclusion is that direct discrimination is the most common type that is present in a total of 26 cases or 48.15%. Harassment was established in a total of 12 cases (22.22%). In 6 cases, indirect discrimination was established, and in the same number of cases, extended discrimination was established. Intersectional discrimination was confirmed in 3 cases, while invoking, inciting and instructing as a separate type of discrimination was established in 1 case.

Graph 17  
types of discrimination (for each discrimination type separately)

direct discrimination  
harrasment  
extended discrimination  
indirect discrimination  
intersectional discrimination  
invoking, inciting and instructing to discriminate

### **Grounds for established discrimination**

In terms of grounds, it was very often established that discrimination was perpetrated on several grounds. For example, in two cases it was determined that discrimination was perpetrated on six discriminatory grounds – in one oft these cases discrimination was established on the grounds of race, skin color, ethnicity, affiliation to a marginalized group, property status and other grounds, and in the second case on the basis of ethnicity, sex, affiliation to a marginalized group, sexual orientation, gender identity and personal status and social status. Discrimination on five grounds was established in three cases - in two cases discrimination was established on the grounds of race, skin color, ethnicity, affiliation to a marginalized group and social background, and in one of the cases on the grounds of gender, sexual orientation, gender identity, affiliation to a marginalized group and social background. In one case, discrimination was established on four discriminatory grounds: ethnicity, affiliation to a marginalized group, social background and personal status and social status. Discrimination on three grounds was perpetrated in four cases, and discrimination on two grounds in six cases. An overview of the opinions related to the grounds of discrimination is shown in Graph 18.

Graph 18 grounds for discrimination in the opinions

skin color or ethnicity  
age  
age, health status and personal status and social status  
personal status and social status  
ethnicity, gender, affiliation to a marginalized group, sexual orientation, gender identity and personal status and social status  
ethnicity  
ethnicity, affiliation to a marginalized group, social background and personal status and social status  
education  
education and political belief  
sex  
gender and sex  
gender, marital status and personal status or social status  
political belief  
disability  
race, skin color, ethnicity, affiliation to a marginalized group and social background

race, skin color, ethnicity, affiliation to a marginalized group, property status and other grounds  
gender, sexual orientation, gender identity, affiliation to a marginalized group and social background  
gender identity  
sexual orientation  
sexual orientation and gender identity  
sexual orientation, gender identity and affiliation to a marginalized group

Graph 19 shows the data for each ground of discrimination separately, regardless of whether the specific cases include just one type of discrimination or combination of several. It shows a direct overview of the grounds for discrimination prevailing in the cases identified as such by the Commission in 2021. The most common ground for discrimination in 2021 was personal status and social status, which was confirmed in 11 cases. This is followed by grounds related to ethnicity, affiliation to a marginalized group and gender identity which are confirmed in 8 cases. Sexual orientation as grounds for discrimination was confirmed in 7 cases. Gender discrimination was confirmed in 5 cases, and education and skin color were also confirmed as discriminatory grounds in the same number of cases.

Graph 19 grounds for discrimination  
(for each grounds separately)

personal status and social status  
affiliation to a marginalized group  
gender identity  
ethnicity  
sexual orientation  
education  
sex  
skin color  
social background  
age  
disability  
political belief  
race  
gender  
marital status  
health condition  
property status  
other grounds

The following is a more detailed overview of the three most common areas in which discrimination was established in 2021 - the areas of labor and labor relations, access to goods and services and public information, traditional media and social media.

### **Discrimination in the area of labor and labor relations**

Discrimination in the area of labor and labor relations was confirmed by the Commission for Prevention and Protection against Discrimination in 15 cases in 2021. The most common grounds for discrimination in the area of labor and labor relations were personal status and social status (in 4 cases) and education (in 4 cases). This is followed by political belief (in 3 cases) and sex (in 2 cases). Gender identity, ethnicity and age have been identified as grounds for discrimination in one case each in the area of labor and labor relations. An overview of the grounds of discrimination in the area of labor and labor relations is shown in Graph 20.

Graph 20      grounds for discrimination in the area of labor and labor relations

- education
- personal status and social status
- political belief
- sex
- gender identity
- ethnicity
- age

For the cases initiated by individuals, an additional analysis based on the gender and ethnic affiliation of the complainants can be shown. The presentation of the data related to the gender of the complainants in the area of labor and labor relations shows that out of 12 cases, 9 were submitted by men and 3 were submitted by women (Graph 21).

Graph 21      established discrimination in the area of labor and labor relations among women and men

- women
- men

Graph 22 shows the grounds for discrimination in the area of labor and labor relations in cases filed by women and men. In the cases submitted by women, the confirmed grounds for discrimination were education (2 cases) and personal status or social status (1 case). In those submitted by men, the grounds for discrimination in the area of labor and labor relations were political belief (3 cases), education (2 cases), personal status and social status (2 cases), age (1 case), ethnicity (1 case) and gender identity (1 case).

Graph 23 shows data on the grounds of discrimination that have been established in the area of labor and labor relations among the complainants according to their ethnic background. Most of the confirmed cases of discrimination in the area of labor and labor relations among Macedonians were based on political belief (3 cases), personal status or social status (2 cases), and education and ethnicity in one case. A case of discrimination in the area of labor and labor relations on the grounds of education was established in a member of the Vlach ethnic community. The remaining cases of confirmed discrimination were among complainants who did

not declare their ethnicity, and the grounds for their discrimination were education (2 cases), gender identity (1 case) and personal status and social status (1 case).

Graph 22 grounds of discrimination in the area of labor and labor relations among male and female complainants

age  
personal capacity and social status  
ethnicity  
education  
political belief  
gender identity

women  
men

Graph 23 grounds for discrimination in the area of labor and labor relations according to the ethnicity of the complainants

age  
personal capacity and social status  
ethnicity  
gender identity  
political belief  
education

Macedonian  
Vlach  
Did not declare

### **Discrimination in the area of access to goods and services**

Discrimination in the area of access to goods and services was established by the Commission for Prevention and Protection against Discrimination in a total of 11 cases in 2021. The most common grounds for discrimination in the area of access to goods and services were ethnicity (in 6 cases), skin color (in 5 cases) and affiliation to a marginalized group (4 cases). This is followed by disability, social background and race, which have been established as grounds for discrimination in 3 cases. Gender identity was also established in 2 cases, while personal status and social status, property status, sexual orientation and other grounds were established as grounds for discrimination in one case in the area of access to goods and services. An overview of the grounds for discrimination is shown in Graph 24.

grounds for discrimination in the area of access to goods and services

ethnicity

skin color

affiliation to a marginalized group

disability

social background

race

gender identity

personal status and social status

property status

sexual orientation

other grounds

From a total of 11 cases of confirmed discrimination in the area of access to goods and services, 7 were initiated by legal entities, 3 were initiated by individuals, while 1 case was initiated by the Commission on ex officio basis.

Graph 25 provides an overview of the type of discriminators and shows that the public sector (with 6 cases) and the private sector (with 5 cases) have an almost equal share in discriminating citizens in their rights to access goods and services.

Graph 25      discriminators in the area of access to goods and services

private sector 6

public sector 5

type of discrimination in the area of access to goods and services

direct discrimination

extended discrimination

intersectional discrimination

harrasment

Graph 26 shows the types of discrimination in the area of access to goods and services in 2021, regardless of whether the specific cases include just one type of discrimination or combination of several. The most common type of discrimination was direct discrimination (in 8 cases), followed by extended discrimination (3 cases), intersectional discrimination (3 cases) and harassment (in 2 cases).

### **Discrimination in the area of public information and media**

In the field of public information and media, a total of 7 cases of discrimination were established. These are most often cases of discrimination by posting content on social media (four cases), three of which were on Facebook and one on Twitter (Graph 27). Of the remaining cases, two were about a content published on Internet portals (which were also shared on the Facebook of



those portals), and one case was due to insulting speech during a debate show towards one of the participants in the debate.

Graph 27      discriminators in the area of public information and media  
tv show  
social media  
internet portals

Discriminators in the area of public information and media were individuals, one association of citizens, Internet portals, as well as persons who are editors and registrants of Internet portals.

In terms of types of discrimination in the area of public information and media, the most common type of discrimination established in this area was harassment (in 6 cases). In one of the cases, in addition to harassment, it was established that there is also invoking, inciting and instructing to discriminate. Direct discrimination was established in one case.

Sexual orientation was established in 5 cases and it was the most common ground of discrimination in 2021. This is followed by gender identity in 4 cases, affiliation to a marginalized group in 3 cases, and sex which was established as a basis for discrimination in 3 cases. An overview of the grounds of discrimination in the area of public information, traditional media and social media is shown in Graph 28.

Graph 28  
grounds of discrimination in the area of public information, traditional media and social media  
sexual orientation  
gender identity  
affiliation to a marginalized group  
sex  
personal status and social status  
marital status  
gender  
ethnicity

### **General recommendations**

One of the mandates vested in the Commission for Prevention and Protection against Discrimination is to provide general recommendations on specific issues in the area of equality and non-discrimination and to monitor their implementation. In 2021, the Commission adopted the following general recommendations:

- General recommendation aimed at promoting the right to protection and access to immunization for persons with disabilities in a pandemic situation

- General recommendation for promotion and protection of the human rights and dignity of convicted persons with disabilities and respect for their physical and mental integrity while serving their sentences in penitentiaries
- General recommendation for implementation of the provisions included in the Convention on the Rights of Persons with Disabilities in the relevant national legislation in order to ensure and promote exercising of human rights and freedoms of all persons with disabilities without any discrimination on the grounds of disability
- General recommendation to the State Election Commission to take all the necessary actions, as soon as possible, in order to ensure accessibility and appropriate adaptation of the polling stations, which will ensure equal access for persons with physical disabilities within and to the polling stations across the country

### **Expert opinions**

The Commission for Prevention and Protection against Discrimination prepared its first expert opinion in April 2021 since it was established as a new body. Pursuant to Article 21 of the Law on Prevention and Protection against Discrimination, the Commission prepared an expert opinion on the proposal for introduction of the category of ethnicity in the ID documents, included in the draft law on amendments to the Law on ID documents.

### **Acting as a friend of the court (*amicus curiae*)**

One of the new mandates under Article 21 of the Law on Prevention and Protection against Discrimination is the possibility for the KSZD to submit a request to the court for acting as a friend of the court (*amicus curiae*), at the request of the party or on its own initiative.

In March 2021, the Helsinki Committee for Human Rights submitted a request to KSZD for involvement in a court proceeding as a "friend of the court". The case was initiated on the basis of a public interest lawsuit (*actio popularis*) filed by the Helsinki Committee in connection with discrimination against persons with disabilities in terms of access to and within polling stations. The Commission, as a professional body for equality, in its request for involvement as a friend of the court also included interpretation of articles of the United Nations International Convention on the Rights of Persons with Disabilities relating to adequate accommodation, accessibility, equality and non-discrimination – in relation to polling stations and enabling persons with disabilities to exercise their right to vote, as part of participation of the persons with disabilities in the political and public life. In this same submission, the Commission also provided a brief overview of the case law of the European Court of Human Rights, cases in which the court established discrimination on the grounds of disability due to the lack of adequate adaptation.

The Helsinki Committee for Human Rights submitted another request to the Commission for Prevention and Protection against Discrimination in June 2021 for involvement in court proceedings as a friend of the court. The case was initiated on the basis of a public interest lawsuit (*actio popularis*) by the Helsinki Committee regarding segregation, as a special form of discrimination, against Roma children in the educational process. The Commission, as a professional body for equality, in its request for involvement as a friend of the court included interpretation of articles of several signed and ratified international agreements and the

recommendations of the bodies that monitor the implementation of the named international agreements, which refer to prevention and protection against discrimination in education and elimination of segregation as a special form of discrimination, as follows:

- The United Nations International Convention on the Elimination of All Forms of Racial Discrimination with particular regard to the enjoyment of the right to education.
- Concluding remarks and recommendations of the Committee on Elimination of Racial Discrimination.
- United Nations Convention on the Rights of the Child
- UNESCO Convention against Discrimination in Education
- The fifth report on RN Macedonia of the European Commission against racism and tolerance at the Council of Europe
- European Union Framework for National Strategies for Roma Integration
- The European Commission Progress Report on RN Macedonia from 19.10.2021.

#### **Initiation of misdemeanor proceedings**

Pursuant to Article 27, as soon as discrimination is established, the Commission recommends a way of eliminating the violations of the right, which it addresses to the discriminator. The person to whom the recommendation is addressed is required to act upon the recommendation and remove the violation of the right within 30 days from the day of receipt of the recommendation or in the longer term if there are particularly justified reasons for that, but not longer than six months, as well as for to inform the Commission thereof.

If the person to whom the recommendation is addressed does not act upon the recommendation, the Commission shall submit a request for initiating a misdemeanor procedure before the competent court for misdemeanors.

The Commission for Prevention and Protection against Discrimination has submitted 2 requests for initiating misdemeanor proceedings before a competent court for misdemeanors in 2021 due to established discrimination and the person's failure to act upon the recommendation within the legally established deadline, aimed at eliminating the violation of the right.

## **ACTIVITIES FOR IMPROVING THE QUALITY OF BUSINESS OPERATIONS**

The Commission started working with two civil servants who were authorized to work in this body by the Ministry of Labor and Social Policy. In the meantime, the members of the Commission were working on the process of establishing a professional service (professional staff). The imperative need from the very beginning for the work of the Commission was staffing of the professional service which would provide the minimum technical and professional support for the work of the members and would increase the work efficiency of the Commission.

On 15 July 2021, the Commission took over 6 administrative staff from the areas of financial operations, public procurement and archival operations. Furthermore, the officers who were authorized by the Ministry of Labor and Social Policy were undertaken to the appropriate job positions for administrative and technical support of the Commission. The labor relationship of one of the administrative staff that was undertaken has ceased in amicable manner. By the end of the year, the Commission manned 5 additional vacancies by taking over additional administrative staff, bringing the total number of employees in the professional service to 10.

During 2021 and since the establishment of KSZD, strategic planning acts were adopted. On 7 October, KSZD adopted the Strategic Plan, the Annual Work Program for 2022, the Draft Annual Budget for 2022 as well as the Rules of Procedure of KSZD which was published in the Official Gazette of the Republic of North Macedonia No. 232 from 13 October 2021.

During the months of October and November, a procedure was implemented for preparation of Functional Analysis of KSZD and the Improvement Plan. The procedure for business trips was also established by KSZD by drafting the Guideline for business trips and the Rulebook for using one's own vehicle for official purposes.

The official website of the Commission has been launched, which is exceptional importance for informing the public about its work. The website also allows anyone to file a complaint for discrimination electronically and to communicate with the members regarding any other issues in the area of discrimination.

The work of KSZD is also assisted by a database that provides data sorting and high visibility. This also goes in favor of all the analytical activities that are vested in KSZD.

## **COOPERATION WITH OTHER INSTITUTIONS AND INTERNATIONAL COOPERATION**

The Commission for Prevention and Protection against Discrimination advocates for ratification of bilateral or multilateral international agreements in the area of human rights or for acceding to such documents, and monitors their implementation; contributes to the preparation of reports that the Government is required to submit to international and regional human rights bodies and contributes to the implementation of their recommendations; establishes cooperation with individuals and legal entities, as well as with associations, foundations and social partners in order to achieve the principle of equality and promotion of prevention and protection against discrimination, cooperates with relevant national bodies from other countries, as well as with international and regional organizations in the area of protection against discrimination.

### **MEMORANDUMS FOR COOPERATION SIGNED IN 2021**

In April 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum of Understanding and Cooperation with the OSCE Mission to Skopje, with implementation period until 31 December 2023. The Memorandum laid the foundation for cooperation between the two parties in the area of prevention and protection against discrimination and promotion of human rights in the country. In this regard, the OSCE Mission to Skopje will provide KSZD assistance in creation of a website, logo, online mechanism for filing complaints, database for allocation and monitoring of cases related to discrimination complaints that have been filed to KSZD and other matters related to promotion of the work of the Commission.

In April 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the Network for Protection against Discrimination, with implementation period of three years. The Memorandum for cooperation aims at implementation of activities of mutual interest, as well as cooperation in implementation of the activities within the project for "Joint Action for Promotion of Equality and Social Justice of Marginalized Communities".

In May 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum of Understanding and Cooperation with the British Embassy in Skopje, with implementation period until March 2023. The purpose of the Memorandum is to provide support to KSZD for implementation of the project for "Combating discrimination by establishing Commission for Protection against Discrimination." The project foresees introduction of functional system for protection of the core rights of the citizens and prevention of discrimination, enabled via efficient operations of KSZD. Consequently, the cooperation will provide for defining of strategic priorities of the Commission by developing strategic documents, creating organizational documents, strengthening the capacities of the Commission and increasing of accountability to the citizens.

In June 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the Football Federation of Macedonia. This joint cooperation

with FFM refers to cooperation between these two organizations in the area of promotion of equality, prevention and protection against discrimination in the Republic of North Macedonia by increasing public awareness, information and education. In this regard, with the support of the Macedonian Center for International Cooperation, a video was made with the national team members with the motto 'Football against discrimination'. Additionally, promotional material was also attached to the outdoor premises of the headquarters of the Commission.

In September 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the civil society organization Polio Plus – a movement against disability. The purpose of this Memorandum is to set out a framework for cooperation in accordance with the Law on Prevention and Protection against Discrimination, as well as the obligations arising from the Convention on the Rights of Persons with Disabilities, undertaking of coordinated activities and expression of clear interest of both parties for establishing cooperation that will provide for safe, continuous and organized implementation of activities that are in the interest of the citizens who have and do not have disabilities in the Republic of North Macedonia.

In September 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the Macedonian Young Lawyers Association MYLA Skopje. The Memorandum aims at provision of mutual support in giving opinions on relevant laws and harmonization of national legislation, preparation of analyzes and encouragement of debate through conferences, consultations, etc., organization of joint trainings and support and cooperation in court proceedings when the Commission appears as a third party or friend of the court. An internship program was also agreed upon, on the basis of which, at the suggestion of MYLA, the Commission included two interns-lawyers in its daily work. These interns have the opportunity to learn more about the work of the Commission but also to get involved with research and contribution towards specific cases handled by the Commission. The duration of the internship program is three months.

In October 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the Institute for Human Rights IHR Skopje. The purpose of the Memorandum is to establish mutual cooperation and support in order to jointly contribute to provision and promotion of human rights, prevention and protection against discrimination on all discriminatory grounds that are specified in the Law on Prevention and Protection against Discrimination. The cooperation is about projects related to protection and promotion of human rights, as well as support in the implementation of the project for "Protection against discrimination, bullying and hate speech" funded by the German Embassy in Skopje. Other activities covered by this Memorandum are data exchange, participation in meetings, lectures, trainings, seminars, workshops, conferences, expert discussions and other forms of cooperation.

In November 2021, the Commission for Prevention and Protection against Discrimination signed a Memorandum for cooperation with the Agency for Personal Data Protection. Subject of this Memorandum is promotion of mutual cooperation in order to fully and correctly implement the regulations for personal data protection. This will be implemented by holding trainings on personal data protection, provision of guidelines for harmonization of the documentation

pertaining to technical and organizational security measures for ensuring security of personal data processing, assistance in harmonization of the regulations in the area for which KSZD is competent, with the regulations for personal data protection.

## BUDGET, FINAL ACCOUNT AND FINANCING

The budget of the Commission for Prevention and Protection against Discrimination for 2021 is an annual plan of revenues, other inflows and funds approved with the budget for financing of the core competencies. The budget of the Commission for program 20 in the year of 2021 is projected in a total value of 15,100,000.00 denars.

On 31 August 2021, the Commission for Prevention and Protection against Discrimination submitted a draft Budget for KSZD for 2022 to the Ministry of Finance, Sector for Budgets and Funds, in the amount of 45,000,000 denars, and we were summoned to elaborate our proposal. The draft budget was prepared with assistance from a budget expert, provided with support from the British Embassy in Skopje, taking into account the budgeting of all legal competencies we are required to perform in accordance with the law. Unfortunately, during the adoption of the Budget for 2022, neither the Ministry of Finance nor the Assembly of the Republic of North Macedonia summoned us to elaborate the draft budget, so the Ministry of Finance, which is the body responsible for preparing and executing the budget of the Republic of North Macedonia, allocated us the again the same budget for 2022 - 15,320,000 denars.

During the year, reallocations were made in order to ensure better operation of the newly established institution. We are akingtaking about reallocations of item 424 - repairs and current maintenance; followed by item 480 - purchase of equipment and machinery; and reallocation of item 483 - purchase of furniture. The budget was also changed with the supplementary budget that was voted by the Assembly.

Funds planned and actually spent, by items:

Budget sections	Item	Planned funds	Funds spent	% of realization
Salaries	401	8,000,000.00	4,958,608.00	61.98%
Social security contributions	402	3,000,000.00	1,926,006.00	64.20%
Allowances	404	100,000.00	54,000.00	0.00%
Travel and daily expenses	420	350,000.00	15,881.00	4.54%
Utilities, heating, communication and transport	421	1,050,000.00	309,069.00	29.44%
Materials and small inventory	423	350,000.00	211,174.00	60.34%
Repairs and ongoing maintenance	424	200,000.00	284,784.00	142.39%



Contract services	425	350,000.00	142,800.00	40.80%
Other current expenses	426	200,000.00	182,191.00	91.10%
Purchase of equipment - machines	480	300,000.00	1,053,385.00	351.13%
Buildings	482	250,000.00	0	0.00%
Buying furniture	483	150,000.00	591,416.00	394.28%
Investments and non-financial assets	485	300,000.00	63,000.00	21.00%
Buying vehicles	486	600,000.00	0	0.00%
TOTAL		15.200.000,00	9,792,314.00	64.42%

## CONCLUSION

In the first year since the establishment of the Commission for Prevention and Protection against Discrimination, significant, visible and measurable results have been achieved. Although faced with a number of challenges, 2021 can be considered a successful year in the area of affirmation of human rights and freedoms, fight against inequality and elimination of all forms of discrimination. The Commission is establishing itself as an independent, professional, effective, efficient, proactive, transparent and accessible body that meets the needs of the citizens for protection and promotion of their rights, resulting in increased public confidence.

The KSZD has been in existence for almost a year and is still not sufficiently identified as a relevant social factor in the area of protection against discrimination and human rights. However, some progress has been made in this area by signing several memoranda of cooperation with other institutions and organizations.

The Commission adopted Rules of Procedure, Rulebook for Internal Organization, Job Systematization Act, five-year Strategic Plan for the period 2021-2026, Annual Work Plan for 2022, etc.

Although the Law on Prevention and Protection against Discrimination stipulates independence in the use, distribution and earmarking of funds provided in the budget, including funds for appropriate adaptation intended for persons with disabilities, the competent body for adoption and execution of the budget of the Republic of North Macedonia has not yet harmonized the necessary legislation so the Commission can function as an independent and autonomous body.

From the current practice, it has been established that the Law contains certain inconsistencies, especially ambiguities that compromise the entire procedure for establishing cases of discrimination or their final outcome. More specifically, the part that refers to the misdemeanor procedure of this Law has ambiguities because of which the Commission has no mandate, and the Law does not provide for mechanisms according that will enable monitoring of recommendations provided by the Commission, aimed at eliminating the established discrimination.

One position in KSZD is currently vacant because one of the elected members has resigned. Although the competition for election of a KSZD member was published in July 2021, the procedure is not yet finalized hence KSZD currently operates without one member.

Finally, we can conclude that a number of challenges remain before the Commission for Prevention and Protection against Discrimination that influence the effectiveness and efficiency of the work of this body. The failure to elect the seventh member of the Commission, the small number of employees, the restrictive budget, as well as the impossibility for functional independence in the use of budget funds - all reduces the potential for implementation of the legal competencies.

The enthusiasm and vigor of the members of the Commission and the professional staff are still at a high level and aimed at dealing with all the challenges that arise towards establishing a truly independent body that promotes equality and protects against and eliminate all forms of discrimination in our society.

## RECOMMENDATIONS

In order to improve the overall operation and improve the impact in the work of the Commission, it is necessary to take certain measures and activities in the following that will contribute towards better operation of the Commission.

1. Initiate amendments to the Law on Prevention and Protection against Discrimination in order to properly regulate the misdemeanor procedure – identification of mechanisms according the Commission will use in order to monitor the implementation of the recommendations aimed at eliminating the identified discrimination.
2. The Assembly of RN Macedonia should elect the seventh member of the Commission in order to have a full composition of the Commission.
3. The Assembly of the RN Macedonia should provide authentic interpretation of Article 15, Paragraph (2), in conjunction with Paragraph (4) of the Law on Prevention and Protection against Discrimination.
4. The Ministry of Finance, as a body responsible for adoption, preparation and execution of the budget of the Republic of North Macedonia, should propose an amendment to the Law on Budget Execution so that the Commission can operate as an independent and autonomous body.
5. The Commission for Prevention and Protection against Discrimination should initiate procedures for manning the vacancies in order to have sufficient staff in the professional service.
6. The Commission for Prevention and Protection against Discrimination should undertake concrete measures and activities in order to increase visibility and promote itself.

## ANNEXES

ANNEX 1:

**CASES OF ESTABLISHED DISCRIMINATION BY AREAS, TYPES AND GROUNDS OF DISCRIMINATION**

AREA OF DISCRIMINATION	TYPES OF DISCRIMINATION	DISCRIMINATION GROUNDS	TOTAL CASES
Labor and labor relations	Harrasment	Personal status and social status	1
		Political conviction	1
	Direct discrimination	Age	1
		Education	1
		Sex	2
		Political conviction	1
		Gender identity	1
	Direct discrimination and harassment	Ethnicity	1
	Direct discrimination and indirect discrimination	Personal status and social status	3
	Direct discrimination and extended discrimination	Education	1
		Education and political conviction	1
Indirect discrimination	Education	1	
Access to goods and services	Harrasment	Race, skin color, ethnicity, marginalized group, property status and other grounds	1
		Sexual orientation and gender identity	1
	Direct discrimination	Skin color and ethnicity	2
		Gender identity	1
	Direct discrimination and intersectional discrimination	Ethnicity, affiliation to a marginalized group, social background and personal status and social status	1
		Race, skin color, ethnicity, marginalized group	2

		and social background	
	Direct discrimination and extended discrimination	Disability	2
	Extended discrimination	Disability	1
Public information, traditional media and social media	Harrasment	Gender and gender	1
		Gender, marital status and personal status and social status	1
		Sexual orientation and gender identity	1
		Sexual orientation, gender identity and affiliation to a marginalized group	2
	Direct discrimination	Sexual orientation	1
	Invoking, inciting and instructing to discrimination and harassment	Ethnicity, gender, affiliation to a marginalized group, sexual orientation, gender identity and personal status and social status	1
Judiciary, administration and suffrage	Direct discrimination	Age, health status, personal status and social status	1
		Personal status and social status	2
	Direct discrimination and indirect discrimination	Age	1
Education	Harrasment	Gender, sexual orientation, gender identity, affiliation to marginalized group and social background	1
	Indirect discrimination	Education	1

Sports	Direct discrimination and extended discrimination	Personal status and social status	1
TOTAL			40



## **APPENDIX 2:**

### **EXAMPLES FROM PRACTICE**

#### **Case 1:**

Direct discrimination established on the grounds of ethnicity, affiliation to marginalized group, social status and social background in the area of access to goods and services.

A complaint was submitted to the Commission for Prevention and Protection against Discrimination by the Association for Legal Education and Transparency STANICA P.E.T. Prilep, which says that café "ONYX" from Prilep has been discriminating on the grounds of ethnicity, affiliation to marginalized group, social status and social background in the area of access to goods and services.

The complaint stipulates that the manager of the café "ONYX" in Prilep did not allow the employees of the Association to enter the café. The discriminatory activities refer to the fact that, at the moment when they tried to enter the cafe, they were a group of mixed ethnicity - three Romas and two Macedonians. Although there were obviously free tables, the people were informed by the management that they could not be served without a prior reservation on their Facebook page.

The Commission for Prevention and Protection against Discrimination reviewed this case and concluded that direct discrimination was perpetrated on the grounds of ethnicity, affiliation to marginalized group, social status and social background. Since the manager and the owner of the café did not allow the complainants to enter the café, there is a violation of the Law on Prevention and Protection against Discrimination. The Commission takes into account the statements of A.B., J.B., V.S. and H.Z., who submitted self-signed statements confirming that this event has happened and these were attached as evidence to the submitted complaint.

The Commission for Prevention and Protection against Discrimination recommended café bar "ONYX" from Prilep, to publicly apologize on its Facebook page and in at least one of the print media within 30 days from the day of receipt of the recommendation, to stop discriminating and to notify the Commission thereof.

The café bar "ONYX" from Prilep failed to notify the Commission on the measures that should have been implemented within 30 days from the day of receipt of the recommendation, in accordance with Article 27, Paragraph 3 of the Law on Prevention and Protection against Discrimination.

Since café bar "ONYX" from Prilep failed to inform us within the legally prescribed deadline about the measures taken in relation to our recommendations and for remedying the violation of the right, the Commission submitted a request, in accordance with Article 27, Paragraph 3, for initiation of misdemeanor proceedings before the competent court for misdemeanors. The procedure is ongoing.

**Case 2:**

Rejected complaint due to declined jurisdiction on the grounds of marital status in the area of social security and social protection.

A complaint for protection against discrimination was submitted to the Commission for Prevention and Protection against Discrimination by M. M. from Skopje, for direct discrimination on the basis of marital status in the area of social security and social protection.

The complaint stated that he is conducting a procedure in the Inter-Municipal Center for Social Work of the City of Skopje, which is about the manner in which the grandmother, on father's side, is seeing the juvenile children, and requests the Commission to take certain actions in the Inter-Municipal Center for Social Work in the City of Skopje.

After reviewing the writs of this case, the Commission decided that acting on this particular problem does not fall within the legal mandate of the Commission for Prevention and Protection against Discrimination.

Article 21 of the same Law on Prevention and Protection against Discrimination lists the legal competencies of the Commission for Prevention and Protection against Discrimination, according to which the Commission does not have the mandate and expertise to evaluate the work of the expert team in the Inter-Municipal Center for Social Work Skopje.

The Commission for Prevention and Protection against Discrimination rejected the complaint because acting on this particular problem does not fall within the legal mandate of the Commission for Prevention and Protection against Discrimination.

**Case 3:**

No discrimination established on the grounds of race, skin color and ethnicity in the area of access to goods and services

A complaint was submitted to the Commission for Protection against Discrimination by E.D. against TAV Makedonija DOOEL Skopje International Airport. The complainant considers herself a victim of discrimination on the grounds of race, skin color and ethnicity in the area of access to goods and services.

In the complaint, the applicant states that she wanted to travel to the Federal Republic of Germany but that she was prevented from leaving by a check-in employee at the airport. The applicant, in accordance with the health measures and protocols, had an orderly certificate for vaccination and a negative PCR test not older than 72 hours. According to the applicant, that day at the airport it was apparent that all people with Roma ethnic background have been rejected while the others were allowed to travel. Therefore, the applicant considers that her human rights have been violated and her right to free movement has also been violated, thus direct discrimination has been perpetrated against her. E. D. stipulates that upon entering the airport

building she provided: 1) Certificate from 1 September 2021 for Covid 19-vaccination with the Sinovak vaccine, 2) Confirmation of a negative test, 3) A copy of a plane ticket for travel and 4) A copy of the passport of the person she is visiting. The same documents were also submitted to the Commission as evidence.

In accordance with Article 24, Paragraph 7 and Article 26 of the Law on Prevention and Protection against Discrimination, the Commission submitted a notification with a request for comment on the allegations in the complaint. Within the legally prescribed deadline, TAV Makedonija DOOEL International Airport Skopje submitted a response to notification indicating that the passenger had purchased a plane ticket from Wizzair, thus entering into a travel contract with Wizzair and she had to comply with the travel requirements set out by that airline. Based on information from Wizzair submitted to TAV Macedonia on 22 August 2021, the Republic of North Macedonia is placed in the category of high incident countries and that the conditions for entry into the Federal Republic of Germany are in accordance with the Timatic system of IATA (International Air Transport Association – a system used by TAV Macedonia for verification of passenger documents), which includes all applicable limitations for entry and transit.

Pursuant to I Port Travel doc application used by TAV Macedonia, the following conditions for travel to Germany are applicable:

1. Vaccination certificate against Covid-19, provided the passenger has received 2 doses of vaccine AstraZeneca, Johnson and Johnson, Pfizer-BioNTech or Moderna and
2. Certificate of recovery indicating that the passenger has recovered from Covid-19 in the past 45 days or a negative PCR test made 72 hours before departure, or a negative antigen test made within 48 hours before departure.

After reviewing the allegations from the complaint, the evidence, the statement for potential discriminator and the current legislation, the Commission for Prevention and Protection against Discrimination concluded the following:

According to the travel requirements by Wizzair IATA-Timatic and I port Travel Doc, the traveler failed to meet the travel requirements to enter the Federal Republic of Germany on 13 September 2021 because of the following:

1. E. D. did not have a valid certificate for full vaccination (valid 14 days before the departure date). The attached vaccination certificate was from 1 September 2021, while her flight was on 13 September 2021, which means that not more than 14 days had passed.
2. E. D. did not have a certificate of full vaccination with vaccines accepted by the FR of Germany on the date of travel: AstraZeneca, Johnson and Johnson, Pfizer-BioNTech or Moderna.
3. The trip was not for essential reasons as prescribed by FR Germany in terms of travel restrictions in a situation of Covid-19 - the passenger is a Macedonian citizen and she wanted to travel as a tourist.
4. According to I port Travel Doc application, the travel requirement - a negative PCR test - is necessary, along with the requirement for vaccination with a vaccine recognized by the FR Germany.

5. The response by TAV also states that in 2021, due to failure to meet these requirements, 4,239 passengers were not allowed to travel.

In this case, the Commission for Prevention and Protection against Discrimination did not establish a violation of the right to equality. It found that TAV Macedonia, as an airport operator, complies with the rules and conditions for travel imposed by airlines and countries of arrival, including Covid-19 related travel restrictions imposed by each country individually. In accordance with Articles 3, 6 and 27 of the Law on Prevention and Protection Against, the Commission has decided accordingly.

**Case 4:**

No discrimination established on the grounds of vaccination status i.e. personal and social status in the area of education

A complaint was submitted to the Commission for Protection against Discrimination by M.G. against the primary school Sv. Kliment Ohridski from Skopje. In the complaint, M.G. considers that she is a victim of discrimination on the basis of personal and social status in the field of education.

The complainant states that her son S.G. was discriminated on the basis of vaccination status i.e. personal status by the primary school Sv. Kliment Ohridski from Skopje. During the enrollment period, the school refused to enroll her child due to the lack of certificate showing that all mandatory vaccines have been administered. More specifically, the complainant did not vaccinate her child with the MRP vaccine.

In accordance with Article 24, Paragraph 7 and Article 26 of the Law on Prevention and Protection against Discrimination, the Commission submitted a notification with a request for comment on the allegations in the complaint. Within the legally prescribed deadline, the primary school St. Kliment Ohridski submitted a response and denied all the allegations. In the response, they report that the Commission for enrollment of students in first grade refused to enroll S.G. because no certificate was provided whosing that all mandatory vaccines have been administered. The decision was immediately notified to the parent, after which the parent informed the school that she is against vaccination and that she would not vaccinate her child. It is noted that, according to Article 46, Paragraph 2 of the Law on Primary Education, a child cannot be enrolled without a certificate for mandatory vaccinations. Consequently, M.G. also submitted a complaint to the State Educational Inspectorate. The Inspectorate verified the operation of the Commission for enrollment and concluded that the school did not act contrary to the legal norms.

The Commission investigated the allegations of both parties in the proceedings in order to determine the factual situation required for establishing an opinion. The Commission considered that in this specific case there is no violation of the right to equality, meaning that the primary school Sv. Kliment Ohridski from Skopje did not discriminate on the basis of personal status against M.G. in terms of the Law on Prevention and Protection against Discrimination. The primary school acted in accordance with the Law, the measures and recommendations provided

by the relevant authorities aimed at protecting public health. In a democratic society, the competent authorities take into account the top priority – protection of the health of all citizens. Consequently, relevant laws and documents related to mandatory vaccination have a legitimate – protection against diseases that pose a serious threat to the health of the citizens. Although the Macedonian Constitution guarantees respect and protection of privacy of his/her personal and family life and the dignity and reputation of every citizen, the citizens also have an obligation not to endanger the health of others.

In this case, the Commission for Prevention and Protection against Discrimination did not establish discrimination on the basis of personal status by the primary school Sv. Kliment Ohridski from Skopje against M.G. from Skopje.

**Case 5:**

Direct discrimination established on the grounds of sexual orientation in the area of access to goods and services.

A complaint for protection against discrimination was submitted to the Commission for Prevention and Protection against Discrimination by the Helsinki Committee for Human Rights from Skopje against the Moto Club PELISTER from Bitola.

The complaint stated that Moto Club PELISTER shared a post on its Facebook profile "Offroad Club Pelister Bitola" stating that members of the LGBT community cannot be members of this Club and that they are not desirable to attend their events, because that is the policy of the Club adopted unanimously by all members and the management, and their Club was built on proper human values that are based on Christianity and Islam.

Acting on the complaint, the Commission established that it is clear from this post that members of the LGBTI community are not allowed to be members of this association and they cannot attend their events, which is a direct discrimination on the basis of sexual orientation. The Commission established direct discrimination and in the frames of its legal mandate recommended immediate removal of the discriminatory content posted on the "Offroad Club Pelister Bitola" Facebook profile. The Commission also provided recommendation to the Club requiring it to allow equal access and membership to all persons in the future, regardless of their sexual orientation or gender identity, in accordance with the Law on Prevention and Protection against Discrimination.

The citizens' association Moto Club PELISTER Bitola informed the Commission that it acted upon the recommendation - the post was removed from their Facebook profile and all people will be free to join the Club in the future, regardless of their sexual orientation or gender identity.

**Case 6:**

Direct intersectional discrimination established on the grounds of race, skin color, social background, ethnicity and affiliation to a marginalized group

A complaint for protection against discrimination was submitted to the Commission for Prevention and Protection against Discrimination by the Helsinki Committee for Human Rights in Skopje, against the Public Transport Company Skopje. The complaint states that the driver of the bus No. 22, at the moment when the bus was at the bus stop 271, forcibly threw out of the bus a woman and her two minor children (one of of them was in a stroller), all of which were members of the Roma ethnic group. They were previously been pushed by other passengers on the bus. The driver of the bus was shouting "You gypsies are just making a fuss, I will not let you on the bus anymore".

The Commission reviewed the allegations in the complaint and the enclosed evidence and established that the driver of the bus No.22 with a license plate SK-2275-AV restricted the right to equal access to public goods and services to a Roma family on the basis of their race, skin color, social background, ethnicity and affiliation to a marginalized group, and further provoked a situation in which he humiliated and insulted the family, causing a feeling of fear and anxiety.

Consequently, the Commission established that the discrimination is about public access to goods and services, and recommended that the Public Transport Company Skopje take measures that will contribute to the prevention of future discriminatory practices by their bus drivers, having in mind that the Commission for Prevention and Protection against Discrimination has also established discrimination for similar events in the past. According to the recommendation, the Public Transport Company should conduct training against discrimination in order to sensitize drivers with various marginalized groups, and to notify the Commission for Prevention and Protection against Discrimination accordingly.

JSP Skopje informed the Commission, within the legally prescribed deadline, that they agree to act upon the recommendation of the Commission. In the response, JSP Skopje requested from the Commission their representative to hold a lecture on "Prevention of discrimination". Furthermore, JSP Skopje expresses readiness to conduct this training to its employees in cooperation with a KSZD representative, with aim to promote prevention and protection against discrimination. For that purpose, the Commission is in the process of drafting a bylaw on the manner and form of delivering training in the area of promotion, prevention and protection against discrimination in cases where it determines frequent cases of discriminatory behavior in the same entity.

#### **Case 7:**

Direct discrimination established on the grounds of ethnicity and religion or religious belief in the area of education

A complaint was submitted to the Commission for Prevention and Protection against Discrimination by Z. P., member of the Bosniak people, against the Ministry of Education and Science.

The complaint states that the history textbooks for primary and secondary school include contents that is not in accordance with the Macedonian Constitution, the Law on Textbooks for

Primary and Secondary Education, the Concept for drafting textbooks and Methodology for textbook evaluation of the Bureau for Development of Education Skopje 2010, the Methodology for evaluation of textbooks for primary and secondary education of the Bureau for Development of Education Skopje 2009 and other domestic and international legal acts in the area of human rights and education. Specifically, the complainant lists several history textbooks that contain inappropriate and discriminatory content, among others, in the textbook of Milan Boshkovski and others. The textbook in history for 7<sup>th</sup> grade by Prosvetno delo Skopje 2016 "The Balkans and Macedonia under the Ottoman rule by the end of the XVIII century", p. 100 – the complainant requests to delete the following sentence: "The Islamized population is known as Bosniaks, Torbeshi and Pomaks", as this sentence is offensive to Bosniaks because they are represented as a religious group. The Bosniak people are part of the Macedonian constitution so this statement is contrary to the Macedonian Constitution, and it also indirectly denies the Bosniak nation and the state of Bosnia and Herzegovina where Bosniaks are the majority population and holders of sovereignty of BiH. The same goes for the textbook by Gjorgji Pavlovski et al., History for 9<sup>th</sup> grade, Prosvetno delo Skopje 2005 - "Balkan countries and the people in the First World War", p. 12, where the complainant deems that in the sentence "Slovenes, Croats and Muslims from the countries under Austrian rule were forced to take part in the war and fight for other people's interests and against their will", it is appropriate to use the name Bosniak and not the religious designation Muslim because it is known that the Muslims in BiH were and are Bosniaks with a clear continuity.

After presenting all the facts and evidence, the Commission for Prevention and Protection against Discrimination established that the use of the mentioned contents in the history textbooks means that the Ministry of Education committed direct discrimination. The content of the textbooks causes a sense of humiliation, violation of the dignity of a group of people because of the discrimination perpetrated by the Ministry of Education and Science and the authors of the textbooks. Consequently, the Commission established direct discrimination on the basis of ethnicity and religion or belief done by the Ministry of Education and Science and recommended that it removes inappropriate contents in the history textbooks for secondary school concerning Bosniaks and Bosnia and Herzegovina, to notify the Commission on regular basis on all actions that have been undertaken with regards to this issue and to also be considerate, when drafting future plans and programs or elementary and secondary education, that the textbooks include no discriminatory content.

## APPENDIX 3:

### DISCRIMINATION COMPLAINT TEMPLATE

#### **COMPLAINT**

IMPORTANT: A copy of your complaining shall be also submitted to the individual/ legal entity you are complaining against

#### **ABOUT THE FILER**

1. NAME
2. SURNAME
3. LEGAL NAME (if company)
4. REGISTERED ADDRESS (if company)
5. GENDER
6. DOB
7. PHONE; EMAIL
8. ETHNICITY
9. ARE YOU FILING THIS COMPLAINT ON BEHALF OF OTHER PERSON? (YES or NO)
10. IF "YES", PLEASE NAME THAT OTHER PERSON
11. DO YOU HAVE CONSENT FROM THE PERSON ON BEHALF OF WHICH YOU ARE FILING THE COMPLAINT? (YES or NO; if YES, please enclose it)

#### **INFORMATION ABOUT THE LEGAL ENTITY/ INDIVIDUAL OR BODY AGAINST WHICH YOU ARE FILING THIS COMPLAINT**

1. IF THIS COMPLAINT IS AGAINST LEGAL ENTITY/ BODY:

NAME:

REGISTERED ADDRESS:

TELEPHONE

ARE YOU EMPLOYEE THERE? (YES or NO)

2. IF THIS COMPLAINT IS AGAINST INDIVIDUAL:

NAME AND SURNAME

ADDRESS:

DID THE PERSON THAT ALLEGEDLY DISCRIMINATED YOU DID THAT ON JOB, WHILE PERFORMING THE WORK TASKS? (YES or NO)

IF "YES", PLEASE STIPULATE WHERE IS THAT PERSON EMPLOYED

(name of the enterprise/ institution/ organization, address, telephone, job position)

IMPORTANT: In case of several individuals and/ or legal entities or bodies against which you are filing complaints, please fill out separate complaint template for each of them.



### **DISCRIMINATION GROUNDS**

Please choose one or several discrimination grounds you were subject to:

1. Sex
2. Race
3. Skin color
4. Gender
5. Affiliation to marginalized group
6. Ethnicity
7. Language
8. Nationality
9. Social background
10. Religion or religious belief
11. Other beliefs
12. Education
13. Political affiliation
14. Personal or social status
15. Mental and physical impairment
16. Age
17. Family or marital status
18. Property status
19. Health condition
20. Sexual orientation
21. Gender identity
22. Some other grounds (please specify)

### **WHERE DID THE DISCRIMINATION EVENT TAKE PLACE?**

1. Labor and labor relations
2. Education, science and sports
3. Social security, including the area of social protection, pension and disability insurance, health insurance and health protection
4. Judiciary and administration
5. Housing
6. Public informing and media
7. Access to goods and services
8. Membership and activism in trade unions, political parties, civil associations and foundations or other membership-based organizations
9. Culture
10. Other areas determined by Law (specify)

### **DESCRIPTION OF THE EVENT**

(Please describe in detail the event you are complaining about, including the time, location, present individuals and similar)

IMPORTANT: If you need more space, use additional sheet.

**EVIDENCE:**

(Please list the evidence you are providing along with the complaint)

1. HAVE YOU INITIATED COURT PROCEDURES? (YES or NO)
2. IF "YES", IN FRONT OF WHICH COURT AND WHEN (Please also provide a copy of the appeal)
3. HAVE YOU ADDRESSED SOME OTHER INSTITUTION (YES or NO)
4. IF "YES", WHICH ONE AND WHEN? (Please provide a copy of the correspondence)

PLACE AND DATE

SIGNATURE

**ПОДАТОЦИ ЗА ФИЗИЧКОТО/ПРАВНОТО ЛИЦЕ, ОДНОСНО ОРГАНОТ ПРОТИВ КОГО ЈА ПОДНЕСУВАТЕ ПРЕТСТАВКАТА**

**1. АКО ПРЕТСТАВКАТА СЕ ОДНЕСУВА НА ПРАВНО ЛИЦЕ/ОРГАН:**

- **НАЗИВ:**  
\_\_\_\_\_
- **СЕДИШТЕ:**  
\_\_\_\_\_
- **ТЕЛЕФОН:** \_\_\_\_\_
- **ДАЛИ СТЕ ВРБОТЕН/А ВО ТОА ПРАВНО ЛИЦЕ/ОРГАН:** \_\_\_\_\_  
(одговорете со ДА или НЕ)

**2. АКО ПРЕТСТАВКАТА СЕ ОДНЕСУВА НА ФИЗИЧКО ЛИЦЕ:**

- **ИМЕ И ПРЕЗИМЕ:**  
\_\_\_\_\_
- **АДРЕСА:**  
\_\_\_\_\_
- **ТЕЛЕФОН:** \_\_\_\_\_
- **ДАЛИ ЛИЧНОСТА ЗА КОЈА ТВРДИТЕ ДЕКА ВЕ ДИСКРИМИНИРАЛА ТОА ГО НАПРАВИЛА НА РАБОТНОТО МЕСТО/ИЗВРШУВАЈЌИ ГИ РАБОТНИТЕ ЗАДАЧИ:** \_\_\_\_\_  
(одговорете со ДА или НЕ)
- **АКО ПРЕТХОДНИОТ ОДГОВОР Е ПОЗИТИВЕН, НАВЕДЕТЕ КАДЕ Е ВРАБОТЕНА ЛИЧНОСТА:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(назив на претпријатието/институцијата/организацијата, адреса, телефон, позиција/работно место на соодветната личност)

**ВАЖНО:** Доколку има повеќе физички и/или правни лица, односно органи против кои поднесувате претставки, Ве молиме за секој од нив да пополните посебна претставка.

**ОСНОВ/И ЗА ДИСКРИМИНАЦИЈА**

Заокружете еден или повеќе основи на дискриминација, врз чија основа сметате дека сте дискриминирани.

- |  |  |
|--|--|
| 1. Пол                                 | 11. Други видови уверувања               |
| 2. Раса                                | 12. Образование                          |
| 3. Боја на кожа                        | 13. Политичка припадност                 |
| 4. Род                                 | 14. Личен или општествен статус          |
| 5. Припадност на маргинализирана група | 15. Ментална и телесна попреченост       |
| 6. Етничка припадност                  | 16. Возраст                              |
| 7. Јазик                               | 17. Семејна или брачна состојба          |
| 8. Државјанство                        | 18. Имотен статус                        |
| 9. Социјално потекло                   | 19. Здравствена состојба                 |
| 10. Религија или верско уверување      | 20. Сексуална ориентација                |
|  | 21. Родов идентитет                      |
|  | 22. Некоја друга основа: (наведете која) |
- 

**КАДЕ СЕ СЛУЧИ НАСТАНОТ ПО КОЈ ПОВОД ПОДНЕСУВАТЕ ПРЕТСТАВКА**

1. РАБОТАТА И РАБОТНИТЕ ОДНОСИ
2. ОБРАЗОВАНИЕ, НАУКА И СПОРТ
3. СОЦИЈАЛНА СИГУРНОСТ, ВКЛУЧУВАЈКИ ГО И ПОДРАЧЕТО НА СОЦИЈАЛНА ЗАШТИТА, ПЕНЗИСКО И ИНВАЛИДСКО ОСИГУРУВАЊЕ, ЗДРАВСТВЕНО ОСИГУРУВАЊЕ И ЗДРАВСТВЕНА ЗАШТИТА
4. ПРАВОСУДСТВО И УПРАВА
5. ДОМУВАЊЕ
6. ЈАВНО ИНФОРМИРАЊЕ И МЕДИУМИ
7. ПРИСТАП ДО ДОБРА И УСЛУГИ
8. ЧЛЕНУВАЊЕ И ДЕЈСТВУВАЊЕ ВО СИНДИКАЛНИ, ПОЛИТИЧКИ ПАРТИИ, ЗДРУЖЕНИЈА НА ГРАЃАНИ И ФОНДАЦИИ ИЛИ ДРУГИ ОРГАНИЗАЦИИ ЗАСНОВАНИ НА ЧЛЕНСТВО
9. КУЛТУРА
10. ДРУГИ ОБЛАСТИ ОПРЕДЕЛЕНИ СО ЗАКОН

---

(наведете)



**ДОКАЗИ** (наведете ги доказите кои ги доставувате во прилог на претставката)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

1. **ДАЛИ ИМАТЕ ПОВЕДЕНО СУДСКА ПОСТАПКА** \_\_\_\_\_ (одговорете со ДА или НЕ)

2. **АКО СТЕ ПОВЕЛЕ, ПРЕД КОЈ СУД И КОГА**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(доставете и фотокопија од тужбата)

3. **ДАЛИ СЕ ИМАТЕ ОБРАТНО ДО ДРУГА ИНСТИТУЦИЈА** \_\_\_\_\_  
(одговорете со ДА или НЕ)

4. **АКО СТЕ СЕ ОБРАТИЛЕ, ДО КОЈА И КОГА**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(доставете и фотокопија од кореспонденцијата)

МЕСТО И ДАТА

ПОТПИС

APPENDIX 4:  
FINAL ACCOUNT

**Balance of revenues and expenditures**  
**1 January – 31 December 2021**

Ref	Item	Position	AOP code	Amount	
				Previous year	Current year
1	2	3	4	5	6
		EXPENDITURES: CURRENT EXPENSES	001	0	8.084.513
		a) Salaries and allowances	002	0	6.938.614
1	401	Salaries and allowances	003		4.958.608
2	402	Social insurance contributions	004		1.926.006
3	403	Other salart contrbituions	005		
4	404	Allowances	006		54.000
		b) Reserves and undefined expenditures	007	0	0
		....			
		a) Goods and services	012	0	1.145.899
9	420	Travel and daily expenses	013		15.881
10	421	Utility services, heating, communication and transport	014	0	309.069
11	423	Materials and petty inventory	015		211.174
12	424	Fixing and current maintenance	016		284.784
13	425	Contractual services	017		142.800
14	426	Other current expenditures	018		182.191
		...			
		d) Current transfers to extra-budget funds	020	0	0
		...			
		<b>III. Capital expenditures</b>	044	0	1.707.801
35	480	Purchase of equipment and machinery	045		1.053.385
		...			
38	483	Purchase of furniture	048		591.416
		...			
40	485	Investments and non-financial asset	050		63.000
		...			
		<b>Total expenditures</b>	059	0	9.792.314
		...			
		<b>TOTAL</b>	067	0	9.792.314

		...			
		<b>IV. Transfers and donations</b>	088	0	9.792.314
69	741	Transfers from other levels of government	089		9.792.314
		...			
		<b>TOTAL REVENUES</b>	103	0	9.792.314
		...			
		<b>TOTAL</b>	105		9.792.314

Done in Skopje, 28.02.2022

Person in charge of making the Balance:  
Kire Vasilev

*Seal*



**BALANCE SHEET**  
as on 31.12.2021

1	2	3	AOP Ref	Amount			
				5	Current year		
					6	7	8
				Previous year	Gross	Adjustment	Net
		A) ASSETS: CURRENT ASSETS	111	0	1.852.227	71.073	1.781.154
		...					
		III. TANGIBLE ASSETS	114	0	1.852.227	71.073	1.781.154
		...					
5	022 + 029	Equipment	117		1.852.227	71.073	1.781.154
		...					
		B) CASH AND RECEIVABLES	124	0	966.149	0	966.149
		...					
31	198	Other active time distinctions	146		966.149		966.149
		...					
		TOTAL ASSETS	159	0	2.818.376	71.073	2.747.303
		...					

1	2	3	AOP Ref	Amount	
				5	6
				Previous year (starting balance) (current year)	Amount at the balancing day
		I. LIABILITIES: SOURCES OF CAPITAL ASSETS	161	0	1.781.154

43	900	State – public capital	162		1.781.154
		...			
		IV. CURRENT LIABILITIES	173		966.149
		...			
		b) Short-term liabilities towards suppliers (176 to 179)	175	0	116.602
54	220	Liabilities towards local suppliers	176		59.602
		...			
57	225	Liabilities towards suppliers-individuals	179		52.000
		...			
		e) Liabilities towards the government and other institutions	189	0	5.777
		...			
68	253	Liabilities for taxes and contract-per-services-rendered related contributions	193		5.777
		...			
72	28	j) Short-term liabilities for salaries and other employee-related liabilities	197		848.770
		...			
		TOTAL LIABILITIES	200		2.747.303
		OFF-BALANCE RECORDS – LIABILITIES	201		93

Done in Skopje, 28.02.2022

Person in charge of making the Balance:  
Kire Vasilev

*Seal*



**SPECIAL DATA**  
**for the state records about the users of assets from the Budget of the funds**

Ref.	Group of accounts or account	ITEM	AOP Ref	Amount	
				Previous year (starting balance) (current year)	Amount at the balancing day
1	2	3	4	5	6
		A. INTANGIBLE ASSETS			
		...			
44	22	Procurement value of computer hardware	648		1.011.651
		...			
46	029-d	Accumulated depreciation (adjustment) of computer hardware	650		35.892
		Present value of computer hardware	651	0	975.759
		...			
55	280	Liabilities for salaries and salary allowances	659	0	848.770
56	281	Liabilities for net salaries	660		559.914
		...			
58	284	Taxes from salaries and allowances	662		51.205
59	285	Contributions from salaries and salary allowances	663		237.651
		...			
60	421-d	Electricity	664		81.735
61	421-d	Water supply and sewerage	665		843
62	421-d	Post, telephone, fax and other communication costs	666		138.719
		...			
68	425-d	Commission for banks and payment operations	672		1.400
69	425-d	Consultancy services	673		141.400
		...			
73	426-d	Other operational expenses	677		34.219
		...			
81	741-d	Transfers from the Macedonian Budget	685		9.792.314

Done in Skopje, 28.02.2022

Person in charge of making the Balance:

Kire Vasilev

*Seal*



## STRUCTURE OF REVENUES PER ACTIVITIES

1 January – 31 December 2021

National Classification of Activities			Realized revenues (in denars)
Ref.	Class	Title	
1	84.11	General activities in the public administration	9.792.314

Done in Skopje, 28.02.2022

Person in charge of making the Balance:  
Kire Vasilev

*Seal*

